



22 Music Academy Behaviour Policy

1. Purpose

The purpose of this policy is to set out clear expectations for behaviour at 22 Music Academy, creating a safe, respectful, and positive learning environment where all young people can thrive.

This policy applies to all students, staff, volunteers, visitors, and partner organisations.

2. Legal Framework

This policy is underpinned by relevant UK legislation and statutory guidance, including:

- Education Act 2002 – safeguarding and promoting the welfare of children.
- Children Act 1989 & 2004 – duty of care and protection of children.
- Education and Inspections Act 2006 – powers regarding behaviour and discipline.
- Equality Act 2010 – protection from discrimination, harassment, and victimisation.
- Keeping Children Safe in Education (KCSIE) 2025 – statutory safeguarding guidance.
- SEND Code of Practice 2015 – supporting pupils with special educational needs and disabilities.
- Working Together to Safeguard Children 2018 – multi-agency safeguarding duties.

3. Aims



22 Music Academy aims to:

- Provide a safe, calm, and supportive environment for learning.
- Promote respect, kindness, and responsibility.
- Encourage self-regulation and positive choices.
- Support students to develop resilience, confidence, and social skills.
- Apply expectations consistently, fairly, and with reasonable adjustments for SEN and mental health needs.

4. Code of Conduct

All members of our community are expected to:

- Treat others with respect, dignity, and kindness.
- Use appropriate language at all times.
- Care for instruments, equipment, and facilities.
- Take responsibility for their own actions.
- Work collaboratively and support peers.
- Raise concerns in a respectful way.

5. Positive Behaviour Support

22 Music Academy believes in proactive and therapeutic approaches. Staff will:

- Recognise and praise positive behaviour.
- Use restorative practices to resolve conflict.
- Encourage self-reflection and problem-solving.
- Provide reasonable adjustments for individual needs.
- Communicate consistently with families, carers, and professionals where appropriate.

6. Unacceptable Behaviour

Behaviours that are not acceptable include (but are not limited to):



- Bullying, harassment, or discrimination (including online).
- Verbal or physical aggression.
- Damage to property or misuse of equipment.
- Persistent disruption to learning.
- Possession or use of prohibited items (weapons, alcohol, illegal substances).

7. Responses to Unacceptable Behaviour

Responses will be proportionate, consistent, and supportive. They may include:

- Verbal reminder or redirection.
- Restorative conversation.
- Temporary removal from the activity to regulate emotions.
- Meeting with parent/carer and/or external professionals.
- Behaviour support plan or reasonable adjustments.
- In serious cases, suspension or termination of placement (in line with statutory guidance and safeguarding duties).

8. Safeguarding

Any behaviour raising safeguarding concerns will be referred immediately to the Designated Safeguarding Lead (DSL) in line with the academy's Safeguarding and Child Protection Policy.

9. Equality, Diversity & Inclusion

22 Music Academy celebrates diversity and is committed to inclusion. No student will be disadvantaged because of disability, SEN, race, gender, sexuality, religion, or background. Responses to behaviour will always take individual needs into account, with adjustments made where necessary.

10. Roles & Responsibilities



- Students: Follow the code of conduct and take responsibility for actions.
- Staff: Model positive behaviour, implement this policy consistently, and support students therapeutically.
- Parents/Carers: Work in partnership with the academy to support positive behaviour.
- Leadership/Trustees: Monitor, review, and evaluate the effectiveness of this policy.

11. Monitoring & Review

This policy will be reviewed annually (or sooner if required) to ensure compliance with legislation, guidance, and best practice

Next Review 01/09/2026