

## Blyth Academy- Behavior and Progressive Discipline Policy

### Purpose

Blyth Academy believes that good behaviour is a cornerstone of effective learning and a positive school climate. All students and staff have the right to work and learn in a safe, friendly, and fair environment. It is the shared responsibility of teachers, students, parents, and support staff to uphold these standards through consistent, respectful practices.

### Policy Statement

Our goal is to create a school culture where students are aware of themselves as valued, responsible, and respectful individuals. High behavioural expectations are embedded across all areas of school life, supported by a clear, fair, and progressive discipline system that prioritizes learning, reflection, and restoration over punishment.

### Respect, Civility, and Responsible Citizenship

All members of the school community are expected to:

- Demonstrate honesty, respect, and integrity.
- Respect differences in people, opinions, and ideas.
- Treat others with dignity, empathy, and fairness.
- Show proper care for school property and the property of others.
- Support a positive, inclusive, and culturally respectful school climate.
- Seek assistance from staff when conflicts occur and avoid retaliatory actions.
- Refrain from swearing, intimidation, or any behaviour that disrespects others or disrupts learning.

### Safety Expectations

All members of the school community must not:

- Possess or use weapons, drugs, or harmful substances.
- Engage in violence, bullying, or harassment (physical, verbal, or digital).
- Commit vandalism or theft.
- Distribute or display offensive or discriminatory materials.
- Use technology or social media to threaten, demean, or violate privacy.
- Engage in any act that endangers the safety or wellbeing of others.

### Progressive Discipline Policy

Progressive discipline at Blyth Academy is designed to guide students toward better choices through reflection, accountability, and support. It provides a structured response to misconduct while allowing flexibility based on individual circumstances, age, intent, and severity.

## Suspension

A suspension may occur when a student deliberately violates the Blyth Academy Code of Conduct or MOEHE behaviour guidelines. Suspensions may be in-school or out-of-school, depending on severity.

### Length of Suspension:

- Level 1 or 2 offences: 1–2 days (in-school or at home).
- Level 3 offences: 3–5 days (pending investigation).
- Level 4 offences: Up to 10 days and possible expulsion recommendation.

## Expulsion

Expulsion may be considered when a student commits a serious or repeated violation that endangers others or demonstrates refusal to comply with the Code of Conduct. All expulsion decisions are made by the Head of School, in consultation with the Disciplinary Committee following a thorough investigation.

## MOEHE Classification of Behavioural Violations

Level	Description	Examples	Recommended Action
<b>Level One</b>	Minor behaviour that disrupts learning.	Tardiness, leaving class without permission, uniform non-compliance.	Verbal reminder → reflection sheet → parent email.
<b>Level Two</b>	Serious behaviour that disrupts the educational process.	Repeated disruption, disrespect, minor vandalism.	Written warning → parent meeting → behaviour contract.
<b>Level Three</b>	Behaviour that endangers health or safety.	Bullying, theft, misuse of internet.	Suspension (3–5 days) → restorative meeting with parents.
<b>Level Four</b>	Behaviour that endangers life or violates laws.	Assault, possession of drugs or weapons.	5–10 day suspension or expulsion → referral to Behaviour Committee.

### **Restorative Practices**

The school seeks to resolve issues through restorative dialogue and reflection, focusing on repairing harm and rebuilding trust.

### **Documentation and Communication**

All incidents and interventions are documented in PowerSchool. Teachers and administrators maintain transparent communication with parents throughout the process. Confidentiality is respected.

### **Summary**

The Behaviour Policy at Blyth Academy teaches accountability, empathy, and respect. Discipline is viewed as a learning opportunity to guide students toward better decisions and a caring school community.