



MOSAIC
LEARNING TRUST
Raising Aspirations,
Empowering Futures

BEHAVIOUR STATEMENT OF INTENT

Reviewed by:	Chair of Trust
Policy owner:	Chief Executive Officer
Date adopted:	November 2025
Last reviewed:	November 2025
Next review due:	November 2028
Displayed:	Trust Website

Document History

Date reviewed:	Comments:
November 2025	Adopted by the MAT Board

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1. Principles

This document represents a social contract between the Mosaic Learning Trust, its schools, students, parents, and staff. It sets out the shared rules and boundaries that enable our schools to remain safe, respectful, and inclusive environments where all members of the community can thrive. These expectations are not solely about discipline; they exist to guide young people as they mature morally and socially, helping them to develop a strong sense of responsibility, fairness, and respect for others.

By establishing clear standards of behaviour, we seek to create the conditions in which teaching and learning can flourish, and where students can build the values and habits that will serve them throughout their lives. Boundaries provide safety, but they also provide opportunities for reflection, growth, and the development of a moral conscience. In this way, the Mosaic Learning Trust affirms its commitment to nurturing both the academic success and the personal character of its students.

This statement should be read as both a framework for effective behaviour management and a declaration of the ethos that underpins all Mosaic Learning Trust schools. It reflects our belief that every student has the right to learn, every teacher has the right to teach, and that our school's function best when we work together in a spirit of mutual respect and shared responsibility.

2. Rationale

At the Mosaic Learning Trust, we want our students to be able to make a positive contribution within the communities which they live. We recognise that students will make decisions that may not have positive outcomes. This is a statement of good practice that covers all aspects of school that contribute to the development and maintenance of good behaviour and a positive ethos both inside and outside the classroom and support each schools' Behaviour Policy.

Students are expected to be role models within their school communities and uphold the high standards of behaviour and uniform, in school and on their way to and from school.

Effective behaviour management is essential for the smooth running of each Mosaic Learning Trust School. Each school recognises the importance of teaching behaviour and does this explicitly through the curriculum and implicitly through example.

All members of the school are expected to help maintain an atmosphere conducive to learning with courtesy and consideration for others as basic requirements, allowing teachers to teach and students to learn.

This statement should be read in conjunction with the MAT policies and school's policy documents on Behaviour, SEND, Anti-Bullying, Attendance and Safeguarding which are available to view on the school's website. Mosaic Learning Trust schools acknowledge their legal duties under the [Equality Act 2010](#), in respect of safeguarding and in respect of students with special educational needs (SEN).

As part of the statutory duty of each Mosaic Learning Trust School to promote students' wellbeing, schools have a clear role to play in the management of student's behaviour. To support this, the Government's [Education and Inspections Act 2006](#), ensures that school staff has the information, advice and power to:

- Discipline students whose behaviour is unacceptable, who break the school rules or who fail to follow a reasonable instruction (Section 90 and 91 of the [Education and Inspections Act 2006](#)).
- The power also applies to all paid staff (unless the Headteacher says otherwise) with responsibility for students, such as teaching assistants.
- Discipline students at any time the student is in school or elsewhere under the charge of a teacher, including on school visits.
- Discipline students in certain circumstances when a student's misbehaviour occurs outside of school.
- Impose sanction outside school hours.
- Confiscate students' property.

3. Aims

To establish a common approach to the behaviour management of all students which will support staff and students in getting the most from their education through a persistent and consistent approach.

The overarching aims are:

- a) To enable effective teaching and learning, including ensuring students complete assigned work;
- b) To promote good behaviour, self-discipline and respect;
- c) To encourage achievement;
- d) To create a safe and secure environment for students and staff and prevent bullying;
- e) To teach students to understand, accept and tolerate differences in individuals;
- f) To regulate conduct of students.

Both rewards and sanctions will be used by staff to promote a positive ethos in the school and every lesson should incorporate praise and encouragement of students. Positive behaviour management is the responsibility of all staff and the wider school community. It is a co-operative venture: we work as part of a team. Mutual support, consistency and communication are essential components of this teamwork.

Successful implementation of the school's behaviour strategy depends on full participation from all staff. Every member of the school has a responsibility to ensure positive behaviour. Positive behaviour management is a process by which a child's behaviour is improved by using reward, sanction and reflection.

4. Consequences for Poor Behaviour

Should a student behave in a way that is less than is expected through misbehaviour, breaking a school rule, or fails to follow a reasonable instruction from a teacher, then the teacher can impose a sanction on the student.

Mosaic Learning Trust schools will ensure that when assigning a sanction:

- The decision to sanction is made by a paid member of school staff or someone authorised to do so by the Headteacher.
- The decision to sanction and the sanction itself are made on the school premises or while the student is under the charge of a member of staff.
- The sanction will not breach any legislation (e.g. respect for disability, SEN, race, gender, LGBT+, or any other human rights) and will be reasonable.
- Mosaic Learning Trust schools will ensure that the sanction is proportionate and reasonable as per the terms of section 91 of the [Education and Inspections Act 2006](#), which states that the 'penalty must be reasonable' and that account must be taken of the student's age, SEN or disability, and any religious requirements affecting them.
- Mosaic Learning Trust schools will consider if the behaviour indicates that a child is suffering or is likely to suffer significant harm. If that is the situation, the Safeguarding Policy and procedures will be followed. Should a student continue to demonstrate disruptive behaviour then consideration will be given to if there is an unmet educational or other need. An Early Help Assessment may then be undertaken.
- It may also be deemed appropriate to consider a risk assessment for the student in certain situations.

5. Sanctions

- a) Each Mosaic Learning Trust school will ensure that the staff, students and parents, are clear of the high expectations required of students at all times. The school policy will be supported by all.

- b) Each Mosaic Learning Trust school will have procedures in place regarding positive behaviour expectations and sanctions. These will be implemented consistently and fairly. Details of these can be found in the specific school procedures. Sanctions can be varied and could include, but are not limited to: verbal reprimand, catching up with any work lost through poor behaviour, loss of privileges, missing free time, staying behind (detention), school based community service relevant as a reparation for damage caused (including litter picking, clearing up, removing graffiti), regular reporting to staff, and temporary suspensions or permanent exclusion.
- c) Sanctions can be set during the school day, and outside of normal hours. This can include any day when the student does not have permission to be absent and on staff training days.
- d) Parental consent is not required for the setting of sanctions. However, Mosaic Learning Trust schools will advise parents of when the sanction is set should it be outside of the normal school day. It is the parent's responsibility to ensure that the student can travel home safely at the end of the sanction.

6. Students' Conduct Beyond the School Gate

Mosaic Learning Trust schools and the staff, have the power to discipline students for misbehaving beyond the school premises "to an extent as is reasonable". This includes:

For misbehaviour when the student is:

- Taking part in a school organised or school related activity; or
- Travelling to or from school; or
- Wearing school uniform; or
- Is identifiable by any other means as a student of a Mosaic Learning Trust school.

For misbehaviour at any time that:

- Could have repercussions for the orderly running of the school; or
- Poses a threat to another student or member of the public; or
- Could adversely affect the reputation of Mosaic Learning Trust or its schools.

Mosaic Learning Trust schools will respond to non-criminal behaviour and bullying which occurs off the school site but is witnessed by a member of staff or reported to us, in line with the school's behaviour procedures. Criminal behaviour, including cyber-bullying, should be passed to the appropriate authorities.

7. Confiscation of Inappropriate Items

Mosaic Learning Trust staff have the right to, and will confiscate, retain or dispose of a student's property on safety or Safeguarding grounds. These rights are set out with the DfE advice from, [Searching, screening and confiscation guidance](#) and from Section 9 of the [Education and Inspections Act 2006](#).

The power to search without consent for "prohibited items" which include:

- Knives or weapons
- Alcohol
- Illegal drugs
- Stolen items
- Tobacco and cigarette papers
- Electronic Vapes
- Fireworks
- Pornographic images

- Anything that has been or could be used to commit an offence, cause personal injury or damage to property
- Any item banned by the school rules.

Mosaic Learning Trust staff have a duty to always hand over weapons and knives, and extreme or child pornography to the police. For all other items, it will be based on the discretion of the Senior Staff at each school.

Should the Headteacher deem that a student has something in their possession of the items listed above, staff are able to undertake the search without consent from the student. A search can happen for any item with consent from a student. Should a student refuse to cooperate then this can be deemed a behaviour issue and sanctions applied. Should a search be necessary, Mosaic Learning Trust school staff are not required to inform parents before a search takes place or to seek parental consent to search a student. Whilst there is no legal requirement to make or keep a record of a search, Mosaic Learning Trust staff will do so where possible. This record will confirm that the search was undertaken in the presence of another adult, and that the person leading the process is of the same sex as the student. The record will indicate the date and time of the search, the cause underlying it, what items were being sought and what items (if any) were found that related to either (a) the cause of the search or (b) any breach of the school's behaviour policy regarding restricted items (e.g. weapons, illicit substances).

Each school will follow the DfE Guidance: [Searching, screening and confiscation in schools - GOV.UK](#)

Mosaic Learning Trust school staff will inform the individual's parents or guardians where a "prohibited item" is found, unless that could place the student in significant harm. If that is the case, then the Schools Safeguarding policy will be followed.

Complaints about searching can be done through the Trusts complaints procedure.

8. Power to Use Reasonable Force

Mosaic Learning Trust staff have the power to use reasonable force to prevent students committing an offence, injuring themselves or others, or damaging property.

Mosaic Learning Trust Senior staff, alongside other authorised staff, can use reasonable force depending on the circumstances when conducting a search without consent, if it is regarding any items listed above.

9. Internal Exclusion / Isolation Rooms

Mosaic Learning Trust schools may isolate a student from their peers either through using other classrooms, offices or respite room or attachment to senior staff, when investigating an incident or a student behaves in a disruptive way, as stated in the school's behaviour procedures.

The staff in each Mosaic Learning Trust school will determine the length of time and what students may and may not do during their time there. Where possible and appropriate, work will be provided in line with the student's lessons to ensure there is a limitation regarding any potential loss of learning. Provision for eating and access to toilet facilities will be in place.

10. Exclusion

Where possible Mosaic Learning Trust schools look to avoid excluding a student, however there are times when this is the only option due to either the need to escalate a consequence due to continued poor or disruptive behaviour, or the behaviour is significant.

There are two types of exclusion:

- Suspension: a student is temporarily excluded (suspended) from school. A student can be suspended for a maximum of 45 days in one school year. A suspension of up to 5 days requires the Mosaic Learning Trust School to provide work for the student. Should the suspension be longer than 5 days, then the school will arrange suitable full-time education from the sixth day. This is likely to be through the local Short Stay School/Student Referral Unit.
- Permanent exclusion: a student is expelled. From the sixth day, the Local Authority will arrange full time education for the student.

If the decision is made to suspend a student, the parent will be informed as soon as possible. This will be followed by a letter to inform parents of how long the suspension is for, the reason, and how to challenge the suspension (where applicable), if they wish to do so. Information can be found in the schools Exclusion/Suspension policy.

If the student is suspended, for the first 5 days, it is the parent's responsibility to ensure that their child is not in a public place during normal school hours, without a valid reason. If the student is found in a public place, it can lead to the parent being prosecuted.

11. Monitoring

The Trust will review this statement every three years.