



## **Behaviour Policy**

# **The Enquire Learning Trust**

<b>Approved by:</b>	Trustees
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## Version History

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## 1. Policy Overview

Within our academies, high standards of behaviour are expected from all pupils. A positive working environment is essential for positive relationships and members of staff should lead by example.

This policy applies to pupil behaviour whether the pupil is on the Academy site, outside of the Academy site or outside of the school day. The Academy will take appropriate action where a pupil's behaviour falls below the expected standards.

Policies and practice promote an environment conducive to learning and ensuring high achievement for all young people, irrespective of their differing needs. Children are asked to:

- Arrive in the Academy and at lessons punctually and be prepared to learn.
- Bring appropriate equipment such as: PE kit and reading books and any other necessary equipment.
- Wear the Academy uniform correctly.
- All pupils are expected to be polite, courteous and respectful to everyone on the Academy site and to comply with reasonable requests or instructions made by staff on the first time of asking.
- All pupils complete any task reasonably assigned to them in connection with their education.
- Children are expected to have regard for their own safety and that of others.

This policy is to be read in conjunction with the following guidance:

- [Behaviour in schools guidance \(publishing.service.gov.uk\)](https://publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/672222/behaviour-in-schools-guidance.pdf)
- [Searching, Screening and Confiscation \(publishing.service.gov.uk\)](https://publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/672222/searching-screening-and-confiscation.pdf)
- [Suspension and Permanent Exclusion from maintained schools, academies and pupil referral units in England, including pupil movement \(publishing.service.gov.uk\)](https://publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/672222/suspension-and-permanent-exclusion-from-maintained-schools-academies-and-pupil-referral-units-in-england-including-pupil-movement.pdf)
- [DfE advice template \(publishing.service.gov.uk\)](https://publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/672222/dfe-advice-template.pdf)
- [technical-guidance-schools-england.docx \(live.com\)](https://live.com/technical-guidance-schools-england.docx) (Under update review)
- [Keeping children safe in education 2023 \(publishing.service.gov.uk\)](https://publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/672222/keeping-children-safe-in-education-2023.pdf)

Links with other policies:

- Safeguarding and Child Protection Policy
- Anti bullying policy
- SEN Policy
- Positive Handling Policy
- Exclusion Policy

## 2. Aim

We aim to offer a happy, well-organised, positive and stimulating environment where children will work purposefully, where effective learning can take place and where children demonstrate good social and learning behaviours.

This behaviour policy is therefore intended to support all members of our school community in living and working together in a mutually beneficial way. It aims to promote an environment in which everyone feels happy, safe and secure.

We aim for the children to develop the following:

- Respect for oneself, others, and property.
- Positive self-esteem.
- Co-operation and collaboration.
- Care for others.
- Self-discipline.
- Self-motivation and resilience.
- Independence.

### 3. Objectives

- To ensure a common policy concerning behaviour that will generate positive consistent approaches amongst staff.
- To examine and reaffirm the importance of PSHE/citizenship and other areas of the curriculum as a vehicle for positive behaviour.
- To ensure regular and consistent use of the expectations throughout each Academy.
- To develop strategies to support pupils showing challenging behaviour.
- To challenge and address any form of bullying (including cyberbullying, prejudiced-based and discriminatory bullying). (Please see our Anti-Bullying Policy for further details of our approach.)
- To work in partnership with parents to inform and offer support with regard to any individual behaviour difficulties.

### 4. The Classroom Environment

Disruptive behaviour affects both the teacher and other children. As recognised in the Special Educational Needs and Disability Code of Practice (January 2015), poor behaviour may be a result of unmet needs and the class teacher will, with support from other staff in the Academy, implement strategies to provide the necessary support to the pupil. Reasonable adjustments will also be made to support pupils with SEND.

Adjustments to behavioural expectations may be made for any pupil, who needs additional support with their behaviour choices. These may be temporary or permanent depending on the individual circumstances of the pupil. Where possible, these adjustments are made proactively and by design to ensure all pupils can meet behavioural expectations. For example, a pupil new to the school may need time to settle into new routines and expectations, or a pupil who is experiencing a bereavement etc.

Low-level disruptive behaviour can be influenced positively by effective classroom management techniques.

#### Positive Influences

- Structured and well-prepared activities taking place in a friendly atmosphere and pitched at an appropriate level.
- Courteous and respectful interactions with pupils making use of pleasant humour.
- Clear messages of enjoyment about being with the group.
- Creating space and “play” opportunities for individual children where appropriate.
- Giving children opportunities to explore feelings, make choices, clarify values and work collaboratively.
- Considering furniture layout, groupings, pace of lessons and challenging tasks.
- Avoiding stereotyping, especially stereotyping children as troublemakers.
- Being aware of home circumstances and values.

#### Negative Influences

- Loud use of public reprimands and threats.
- Constant use of criticism and sarcasm.
- Aggressive reaction to minor incidents which increases the likelihood of major confrontation.
- Being unjust or inconsistent.

### 5. The Role of the Class Teacher

The class teachers have high expectations of our children with regard to behaviour, and they strive to ensure that all children achieve to the best of their ability.

The class teacher treats each child fairly and enforces the classroom code consistently. The teachers treat all children in their classes with respect and understanding.

It is the responsibility of class teachers to ensure that the school rules are enforced in their classes, and that their classes behave in a responsible manner during lesson time.

Where external support agencies are involved in meeting the needs of a particular child, the class teacher liaises and works co-operatively with those agencies, as necessary, to support and guide the progress of the child. The class teacher may, for example, in consultation with the Special Educational Needs Co-ordinator (SENCO) discuss the needs of a child with their Social Worker.

## **6. The Role of the Principal**

It is the responsibility of the Principal, under the School Standards and Framework Act 1998, to implement the school behaviour policy consistently and to report to the Academy Improvement Committee, when requested, on the effectiveness of the policy. It is also the responsibility of the Principal to ensure the health, safety and welfare of all children in the school.

The Principal supports staff by implementing the policy, by setting the standards of behaviour, and by supporting staff in their implementation of the policy.

The Principal has the responsibility for giving suspensions to individual children for serious acts of misbehaviour. For repeated or very serious acts of anti-social behaviour, the Principal may permanently exclude a child.

## **7. The Role of Parents and Carers**

We collaborate actively with parents and carers, so that children receive consistent messages about how to behave both at home and at school.

We try to build a supportive dialogue between home and school, and we inform parents and carers immediately if we have concerns about their child's welfare or behaviour.

If we have to use reasonable sanctions to address any behaviour concerns with a child, we expect parents and carers to support these actions. If parents and carers have any concerns about the way that their child has been treated, they should initially contact the class teacher. If their concerns remain, they should contact the Principal to discuss the issues involved. If parents or carers wish to complain further about actions taken by us, the Enquire Learning Trust's Complaints Policy is available on our website.

## **8. Positive Discipline**

Each Academy has developed a Code of Conduct that should be clearly understood by all and adhered to in the interests of everyone. These key rules will be prominently displayed around the Academy and regularly referred to by staff and children.

### **System of affirmation/strategies for praise and reward**

Any praise given to pupils should be genuine, personal and specific.

Children behave positively if they think they are worthwhile people. Affirming a person increases or restores her/his sense of self-esteem. It is particularly necessary with children whose own self-image is low. Affirming a child will sometimes avoid problematic situations.

Good behaviour is praised and rewarded by staff to give recognition to the efforts being made by pupils to behave appropriately. This will also have the effect of communicating staff expectations to pupils who are not behaving in an acceptable manner.

We praise and reward children for good behaviour in a variety of ways:

- ✓ Teachers praise children for considerate, positive behaviour in such a way as to underline its value.
- ✓ We have a weekly celebration assembly where we nominate children from each class who show pride, collaboration and understanding. Such nominations are recognised with the award of certificates.
- ✓ We regularly handout certificates and 'house points' to children, either for consistent good work or behaviour, or to acknowledge outstanding effort or acts of kindness in school.

All classes have an opportunity to lead an achievement assembly where they are able to show examples not only of their best work, but of considerate behaviour towards others. This takes place once a year.

We acknowledge all the efforts and achievements of our children, both in and out of school. We recognise personal endeavour and positive motivation through our 'Character Development Recognition' board in school.

### **Assertiveness/Warnings/Consequences**

Faced with inappropriate behaviour it is tempting for any teacher to threaten punishment. However, punishments and rewards keep children dependent upon external motivators. The development of self-awareness and self-discipline is sacrificed for the sake of immediate compliance.

Behaviours have consequences. However, negative consequences imposed too quickly take away the need for the pupil to face the issues, make choices and take responsibility.

We use several sanctions to enforce school rules, and to ensure a safe and positive learning environment. We employ each sanction appropriately to each individual situation. However:

- ✓ Staff clearly and appropriately, articulate behaviour expectations in a positive manner at all times:
  - explain to the pupil(s) what they did wrong,
  - the impact of their actions,
  - what they need to do to improve their behaviour,
  - what will happen if behaviour fails to improve
- ✓ Staff liaise with parents & carers regarding any behaviour issues that they are concerned with, e.g., the behaviour is out of character for the pupil, disruptive behaviours are becoming more regular etc.; staff work in partnership with parents & carers to ensure that pupils are focused on their learning and the classroom is a safe and calm environment for everyone.
- ✓ Staff record all behaviour incidents in CPOMS (Child Protection Online Management System), regardless of how serious the incidents are. This supports us in identifying any patterns or triggers in a pupil's behaviour and enables us to manage and support a pupil's behaviour better; we can utilise internal support and/or access/liaise with external services.
- ✓ In every classroom we have a 'Behaviour Board', comprising of 4 areas: outstanding, green, amber and red. Pupils start every day in green and if a pupil demonstrates outstanding behaviour e.g., pride, collaboration, sharing, honesty, perseverance, kindness, resilience, empathy, reflectiveness, questioning, listening, applying their learning etc. they move into outstanding and receive a 'token' for their family team. At the end of the year the family with the most tokens wins the Ellis Salter Memorial Cup. If a pupil misbehaves, they can move into amber and then into red, or directly into red depending on their behaviour; pupils are then moved when they display the appropriate behaviour(s). The board acts as a visual reminder and enables pupils to support each other with their behaviour and celebrate when they are doing the right thing.
- ✓ At the beginning of the year, each class devises its own 'Class Charter' that outlines behaviour expectations for that classroom; this is devised by the pupils with guidance from the teacher.
- ✓ We expect pupils to be attentive in lessons. If they are consistently inattentive, teachers may move them to a place in the room where they can be overseen more easily or move them to sit on their own.
- ✓ We expect pupils to try their best in all activities. If they do not do so, we may ask them to repeat a task or activity; this may be at a break time and/or lunch time.

- ✓ We may ask a pupil to stay in at a break time and/or lunchtime with a member of staff if they need time to reflect on their behaviour, or this sanction is an appropriate response to their behaviour.
- ✓ If a pupil is required to stay in during a break time or lunchtime, adequate time is given for a pupil to go to the toilet, eat and drink, if required.
- ✓ If a pupil is disruptive on the playground, the pupil may be asked to walk with a member of staff for several minutes. This provides the pupil with the opportunity to calm and reflect on their behaviour. When staff feel that the pupil is ready, the pupil will be allowed to join back in with other pupils on the playground. On occasion, staff may bring the pupil into school to calm and reflect with a member of SLT.
- ✓ If there is an incident on the playground where a pupil and/or member of staff is physically or verbally assaulted by another pupil, a pupil may receive an internal suspension whereby they are not allowed outside on the playground for a period of time.
- ✓ If a pupil is disruptive in class, the teacher will verbally reprimand them. If a pupil misbehaves repeatedly causing high levels of disruption, we may separate the pupil from the rest of the class, under supervision, until they calm down and are prepared to comply with the teacher's expectations that they will work co-operatively alongside others. Pupils are sent to their 'partner' class or a member of SLT for a specified period of time (this may be for 10 minutes or the learning session depending on the behaviour incident and the needs of the pupil); this provides the pupil with the opportunity to calm, refocus and reflect on their behaviour. Any learning tasks will also accompany the pupil, so that they can refocus back into learning and then reintegrate back into their classroom. There is always an expectation that any learning will be completed. Class teachers inform parents if their child is sent to their 'partner' class or a member of SLT.
- ✓ All teaching staff access Team Teach training annually and use a range of de-escalation techniques to calm a child and/or situation to prevent further behaviour issues arising and recurring. Techniques used are dependent on the needs of the individual pupil.
- ✓ If a pupil is causing unreasonably high levels of disruption and/or is putting the safety of themselves and/or other pupils at risk, the pupil may be removed from the classroom, corridor or playground using Team Teach positive handling strategies and placed in a quiet, low stimulating space in school until the pupil has calmed. Any Team Teach strategies used are recorded in CPOMS. We have two spaces in school for this purpose: The Snug (main school) & the No-Response Room (MySpace – Alternative Behaviour Provision). These spaces are designed to allow a pupil to calm in a low intensity, quiet and private space. The pupil is supported by two members of staff. Wherever possible, a member of staff will be in the space with the pupil to support de-escalation and a member of staff will observe, unless the pupil is a risk to the member of staff. Then staff will observe from the door, opening the door regularly to talk/engage with the pupil to de-escalate the situation, when it is appropriate the member of staff will enter the space and continue to support the pupil to calm. Parents/carers may be contacted to help support their child to calm. Once calm, if appropriate, the pupil will continue with their learning. Parents/carers are informed if a child accesses these spaces and if any Team Teach strategies have been used.
- ✓ A Behaviour Plan may be constructed to support a pupil conform to the routines and behaviour expectations of the school, if disruptive behaviour is seen over a period of time and/or a serious behaviour incident occurs. Support may be provided in-school (Forest Schools) and/or external support may be accessed, e.g., Fortis Therapy, Compass Go.
- ✓ If a pupil threatens, hurts or bullies another pupil, the class teacher records the incident on CPOMS and the pupil is punished by a withdrawal of privileges, such as break and lunch time. If a child repeatedly acts in a way that disrupts or upsets others, the school contacts the pupil's parents/carers and seeks an appointment in order to discuss the situation, with a view to improving the behaviour of the pupil, with the full co-operation of the parents/carers.
- ✓ The safety of the pupils is paramount in all situations. See Appendix 1 for an overview of how we manage behaviour incidents in Eastfield.

Behaviour outside of school premises also forms part of this policy. Schools have the power to sanction pupils for misbehaviour outside of their premises to such an extent as is reasonable.

We will respond to any non-criminal poor behaviour and bullying which occurs off the school premises or online and which is witnessed by a staff member or reported to the school. This includes any poor behaviour:

- when taking part in any school organised visit, trip or after-school club;
- when travelling to or from school;
- when wearing school uniform
- when in some other way identifiable as a pupil at Eastfield
- that could have repercussions for the orderly running of the school;
- that poses a threat to another pupil; or
- that could adversely affect the reputation of the school.

Staff will discuss with the pupil(s):

- the alleged incident
- the impact of their actions,
- what they need to do to improve their behaviour,
- what will happen if behaviour fails to improve
- if necessary, parents will be contacted and invited in to discuss the alleged incident
- any sanction – this severity of these is dependent on the alleged incident.

## 9. Support Pupils

A behaviour modification programme for individuals may be applied if appropriate.

The class teacher and child will identify targets. If there are a number of incidents of negative behaviour, outside agencies may be consulted.

It is important to consider a differentiated approach to learning if a child is displaying challenging behaviour. It is also important to try and establish the reasons why the child is displaying challenging behaviour and provide the appropriate support to mitigate the behaviours; this may include focussed interventions in-school and/or liaison with a range of external professionals/agencies to access additional support.

Differentiation should be an inherent part of planning for individual needs.

We also access support from both:

- Enquire Learning Trust's SEMH Collaborative
- North-East Lincolnshire's RAP mechanism (Request Alternative Provision)

**Staff:** It is important for staff to feel that they can rely on each other when dealing with challenging behaviour. Members of staff should feel that they are able to seek support and advice from colleagues, particularly SLT, before a situation becomes out of hand.

## 10. Curricular Links with Behaviour Management

Our Academies have a positive approach to behaviour management and as such, believe in actively developing children to be self-disciplined. In order to do this, it is essential that children are given opportunities to discuss different types of behaviour and their effect on others. A significant part of the curriculum is committed to Personal Social and Health Education (PSHE) when many of these issues can be considered.

We use the Jigsaw Approach to PSHE/Health and Well-being; this provides a universal whole-school curriculum that builds social skills, grows emotional literacy, enables mental health, nurtures children's positive relationships with themselves and others. Jigsaw gives the relevant context to build skills, attitudes, self-esteem, resilience and confidence, through a progressive lesson-a-week process from Nursery through to Year 6.



## 11. Bullying and Racism

Each academy has an Anti-Bullying and Anti-Racism approach and actively explores these issues within the curriculum. These subjects are discussed from the viewpoint of the bully and the victim to enable pupils to understand the feelings and emotions of others.

We need to be clear about what we mean by bullying. We define it as:

- the wilful, conscious desire to hurt or threaten someone, physically, emotionally or materially on a number of occasions; or
- when a person or a group deliberately intends to cause someone else to feel hurt, distressed, threatened or humiliated; or
- behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

In accordance with the academy's Anti-Bullying Policy, any incident of bullying occurring at the Academy will be taken seriously and followed through appropriately by staff. Parents of both the bully and the victim will be involved and kept informed as appropriate. A written record of any such incident will be made and recorded on CPOMs.

The Enquire Learning Trust sees racism as a form of bullying and does not condone it in any form.

## 12. Child on child Sexual harmful behaviour

Sexually harmful behaviour from young children is not always contrived or with the intent to harm others. There may be many reasons why a young person engages in sexually harmful behaviour, and it may be just as distressing to the young person who instigates it as to the young person it is intended towards. Sexually harmful behaviour may include:

- Inappropriate sexual language
- Inappropriate role play
- Sexual touching
- Sexual assault/abuse

Staff are aware of the importance of:

- Making clear that sexual violence and sexual harassment is not acceptable, will never be tolerated and is not an inevitable part of growing up.
- Not tolerating or dismissing sexual violence or sexual harassment as 'banter', 'part of growing up', 'just having a laugh' etc.
- Challenging behaviours (potentially criminal in nature) such as grabbing bottoms, breasts and genitalia, flicking bras and lifting up skirts. Dismissing or tolerating such behaviours risks normalising them.
- Upskirting will never be tolerated. This behaviour typically involves taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification or cause the victim humiliation, distress or alarm.

## 13. Monitoring Behaviour

Senior leaders monitor behaviour regularly to identify any patterns in incidents. Appropriate actions are taken to ensure that these patterns are broken. (Appendix 1: Managing Behaviour Incidents)

## 14. Use of Reasonable Force

In exceptional circumstances and as a very last resort, where there is a danger of injury to a pupil or member of staff, positive handling using reasonable force may be appropriate. Positive handling methods are only used by staff with appropriate training where de-escalation techniques have failed or cannot be used.

The Academy will always communicate with parents where such techniques have been used. These incidents are recorded on CPOMs.

Please refer to the academy's Positive Handling Policy.

## 15. Prohibited Items on the School-Site

No pupil should bring any prohibited items on to the school-site. The following are prohibited items:

- knives and weapons
- alcohol
- illegal drugs
- stolen items
- cigarettes
- any article that a member of staff reasonably suspects has been, or is likely to be used:
  - to commit an offence, or
  - to cause personal injury to, or damage to property of; any person (including pupils)
- an article specified in regulations:
  - Tobacco and cigarette papers,
  - Fireworks; and
  - Pornographic images.

The Principal and staff (who are authorised by the principal) have a statutory power to search a pupil or their possessions where they have reasonable grounds to suspect that a pupil may have a prohibited item listed above. Under common law, school staff have the power to search a pupil for any item if the pupil agrees. The member of staff will ensure the pupil understands the reason for the search and how it will be conducted so that their agreement is informed [Searching, screening and confiscation \(publishing.service.gov.uk\)](https://publishing.service.gov.uk).

If a pupil needs to be searched, parents/carers will be contacted and asked to come in and undertake the search with two members of staff present. If it is deemed necessary, the pupil will be kept separate from other pupils until the parents/carers can attend. The two members of staff will be the same sex as the pupil being searched. In limited circumstances, there may be an exception to whether the two members of staff are of the same sex, and this is if the principal deems there is a serious risk of harm to the pupil or another, if the search is not carried out immediately, or it is not within a practical reasonable timeframe to allocate two same sex staff member's. If the search is carried out under these circumstances the reason will be recorded alongside the record of the search on CPOMS. Two members of staff will be present during any search of a pupil.

Authorised staff will seek permission from a pupil to undertake a search of a pupil's possessions (for example, their locker, desk, drawer, pencil case, bag, lunch box, coat, hat etc.). The members of staff will ensure that the pupil understands the reason for the search and how it will be conducted so that their agreement is informed. Parents will also be informed, and consent gained. Two members of staff will conduct the search and parents/carers can attend and witness the search of the pupil's possessions.

If a pupil refuses to give consent for their possessions to be searched, parents/carers will be contacted and asked to come in and undertake the search with two members of staff present. If it is deemed necessary, the pupil will be kept separate from other pupils until the parents/carers can attend.

Any kind of search will take place in a location away from other pupils and staff, providing the pupil with privacy. Two members of staff will always be present and consent from parents sought.

If a pupil is found to be in possession of a prohibited item, they may be permanently excluded depending on the circumstances, (e.g., threatening another pupil with a knife/weapon, sharing a vape or cigarettes with other pupils on the school-site etc.) or receive a suspension (e.g. bringing a vape into school and storing in their coat, bags etc. – no other pupils are involved etc.).

Staff will liaise with both parents/carers and the appropriate professionals if a child is found to be in possession of a prohibited item – this may involve liaising with the Police and Social Care. Staff will also follow the 'DfE Searching, Screening & Confiscation Advice for Schools, July 2022 (paragraphs 57-81, Appendix 2).

If a child needs medication during the school day, the parent or carer should notify us and ask permission for the medication to be brought in. The medication should be taken directly to the Admin Office and an 'Administering Medication Form' completed. Any medication needed by a child while in school must be taken under the supervision of a designated member of staff.

If any child is found to be suffering from the effects of alcohol or other substances, arrangements will be made for that child to be taken home and Social Care will be informed immediately.

## 16. Expected behaviour/Code of Conduct

Each Academy has a clear set of behavioural standards and code of conduct for all pupils; these are clearly set out on the Academy website and are communicated to pupils and parents on a regular basis. High standards of work and behaviour are expected at all times. A positive approach to discipline is taken and pupils are encouraged to show consideration and care for people and property. (Appendix 3: Home School Agreement)

## 17. Exclusion and Suspension

The Enquire Learning Trust recognises that in order to ensure a positive atmosphere based on a sense of community and shared values it may, on occasions, be necessary to exclude an individual or individuals either for a fixed period, not exceeding forty-five academy days in any one academic year, or, in some circumstances, permanently.

Such exclusions will only be resorted to when the academy can demonstrate with adequate evidence that all reasonable steps have been taken (including education off site) and/ or that the presence of the learner is likely to be severely detrimental to his/herself, other learners or employees. There may also be occasions when a suspension is appropriate because of unacceptable behaviour.

Good discipline in academies is essential to ensure that all pupils can benefit from the opportunities provided by education. The Trust supports its academies in using exclusion as a sanction where it is warranted. However, permanent exclusions should only be used as a last resort, in response to a serious breach, or persistent breaches, of the **Academy's Behaviour Policy**; and were allowing the pupil to remain in the academy would seriously harm the education or welfare of the pupil or others in the academy.

We follow the Suspension and Permanent Exclusion from maintained schools, academies and pupil referral units in England, including pupil movement, published by the DfE in September 2022 which has regard to the standard national list of reasons for exclusion. Currently, schools and local authorities must make full-time educational provision for suspended pupils from day 6 of their exclusion.

Parents and carers must ensure their child is not present in a public place during the first five days of an exclusion.

## Reintegration Meeting

Principals have a duty to offer the parents or carers a reintegration interview in respect of certain time-

limited suspensions.

The reintegration meeting aims to set out a strategy in which the risk of further suspension or permanent exclusion is reduced. The meeting will be a collaboration between academy staff, parents/carers and the pupil. The meeting will also be an opportunity for exploration of working with other professionals to identify any additional individual needs or multi agency approach that may be required. It will look at risk assessment and have an effective timescale for reviewing any intervention identified.

### **The Role of the AIC**

The AIC will consider academy statistics on suspension and exclusion and professionally challenge school leaders on any suspension and exclusion in their academy during their termly meetings as a regular item on the agenda. The support for children at risk of permanent exclusion will be explored.

The Principal will inform the AIC of any suspensions that are more than 5 academy days in one term. The AIC are not required to meet for suspensions of 5 days or less, but parents may make a representation. The AIC do not have the power to consider reinstating pupils with suspensions of 5 days or less.

If the suspension is between 6 and 15 days and parents request a hearing from the AIC, the AIC must meet within 50 school days of receiving the principals notice to consider reinstatement or uphold the Principal's decision based on the evidence presented.

The Principal will inform the AIC of suspensions that are more than 15 days in one term. The AIC must then meet within 15 school days to explore the suspension/s and have the power to either uphold the principal's decision or reinstate the pupil based on the evidence presented.

The AIC must meet within 15 school days if the exclusion is permanent or if the suspension means the pupil will miss a public examination or national curriculum test. The AIC has the power to then uphold the Principal's decision or reinstate the pupil based on the evidence presented.

Any pupils that are at risk of exclusion or have been identified as requiring additional support should be referred to the Enquire Learning Trust SEMH Collaborative for support with strategies and interventions. For more information on the SEMH Collaborative please speak to your academy Principal or SENDCO.

Please refer to the Enquire Learning Trust Exclusion Policy for further information regarding the exclusion of pupils.

### **Guidance and Legislation**

[Keeping children safe in education 2023 \(publishing.service.gov.uk\)](#)

[Searching, screening and confiscation \(publishing.service.gov.uk\)](#)

[Behaviour in schools guidance \(publishing.service.gov.uk\)](#)

[Suspension and Permanent Exclusion from maintained schools, academies and pupil referral units in England, including pupil movement \(publishing.service.gov.uk\)](#)

## Appendix 1

### Managing Behaviour Incidents

All behaviour incidents are recorded in CPOMS and reviewed by Class Teachers and members of the Safeguarding Team on a daily basis. The Safeguarding Team meet weekly and monitor/discuss behaviour incidents and may action support above and beyond listed in the table below. The following is only general guidance and other actions/support may be accessed depending on the needs of an individual child and the nature of the behaviour incident:

<p><b><u>Low-level Behaviour Incidents</u></b> e.g., shouting out, sulking, not following instructions etc.</p>	<p>Behaviour of this type can be dealt with by the Class Teacher using the behaviour rules and routines established in their classroom. The Class Teacher uses appropriate strategies both positive (e.g., rewards for desired behaviours) and sanctions (e.g., use of the class 'Behaviour Board', loss of leisure time at breaktime and lunchtimes, time out in 'partner classes') to manage and promote desired behaviours around Eastfield.</p>
<p><b><u>Continuous Low-Level Behaviour Incidents</u></b></p>	<p>If any behaviours continue over a period of time, the Class Teacher will liaise with the Phase Leader and/or SENCO and a more formal approach to seeking desired behaviours may be instigated e.g., Behaviour Reward Charts; these are tailored to the needs of the individual child. These specify the desired behaviours to be achieved and the reward for such behaviours. Parents and carers are involved in the formulation of these, so they can positively support the child both at home and at school. Such arrangements are the responsibility of the Class Teacher.</p>
<p><b><u>Serious Behaviour Incident</u></b> e.g., causing harm to another child, disruption of learning etc.</p>	<p>If a behaviour incident is considered to be serious, the Class Teacher/member of staff will liaise with the Phase Lead, Assistant Principals and/or Head of MySpace for guidance and support. Parents will be informed, and sanctions will be agreed; this is the responsibility of the Phase Leader/Assistant Principal. Family support may be accessed through Early Help.</p>
<p><b><u>Continuous Serious Behaviour Incidents</u></b></p>	<p>If this type of behaviour continues over a period of time the Class Teacher, Assistant Principals, Head of MySpace and Principal will liaise and a decision made as to a referral into the RAP (Request Alternative Provision – Local Authority support mechanism) and/or the SEMH Collaborative (Enquire Learning Trust support mechanism), or an in-house formal agreement be put in place between the Principal, Class Teacher, child and parent. This will clearly outline expected behaviours, responsibilities and consequences (possible exclusion); parents will be consulted throughout. The child will be asked to choose a member of staff to support them in making the right choices and who will mentor them. This arrangement is the responsibility of the Principal. Family support will be accessed through Early Help.</p>
<p><b><u>Extreme Behaviour Incidents</u></b> e.g., causing harm to another child or member of staff, property deliberately and wilfully damaged etc.</p>	<p>If an extreme behaviour incident occurs the Assistant Principals and Principal are consulted immediately and MySpace staff alerted to help support with diffusing the incident. Parents will be informed and called into Eastfield immediately. An incident of this nature could result in a fixed-term exclusion or permanent exclusion. The Assistant Principals, Head of MySpace and Principal will liaise, and a decision made as to a referral into the RAP (Request Alternative Provision – Local Authority support mechanism) and/or the SEMH Collaborative (Enquire Learning Trust support mechanism), or an in-house formal agreement be put in place between the Principal, Class Teacher, child, and parent. This will clearly outline expected behaviours, responsibilities, and consequences (possible permanent exclusion); parents will be consulted throughout. The child will be asked to choose a member of staff to support them in making the right choices and who will mentor them. This arrangement is the responsibility of the Principal. Family support will be accessed through Early Help.</p>

## Appendix 2

### Confiscation Advice

DfE Searching, Screening & Confiscation, Advice for Schools, July 2022 (paragraphs 57 -81):

#### Confiscation

##### Items found as a result of a search

57. An authorised staff member carrying out a search can confiscate any item that they have reasonable grounds for suspecting:

- poses a risk to staff or pupils;
- is prohibited, or identified in the school rules for which a search can be made (see paragraphs 2-3); or
- is evidence in relation to an offence.

##### Prohibited or illegal items

58. **Controlled drugs** must be delivered to the police as soon as possible unless there is a good reason not to do so.<sup>1</sup> In these cases, the member of staff must safely dispose of the drugs. In determining whether there is a good reason to dispose of controlled drugs, the member of staff must have regard to the following guidance in paragraph 59 below issued by the Secretary of State.

59. The member of staff should take into account all relevant circumstances and use their professional judgement to determine whether they can safely dispose of the controlled drug. When staff are unsure as to the legal status of a substance and have reason to believe it may be a controlled drug, they should treat it as such. If the member of staff is in doubt about the safe disposal of controlled drugs, they should deliver them to the police.

60. **Other substances** which are not believed to be controlled should also be delivered to the police, or disposed of as above, if the member of staff believes they could be harmful.

61. Where a person conducting a search finds **alcohol, tobacco, cigarette papers or fireworks**, they may retain or dispose of them as they think appropriate but should not return them to the pupil.

62. If a member of staff finds a **pornographic image**, they may dispose of the image unless they have reasonable grounds to suspect that its possession constitutes a specified offence (i.e., it is extreme or an indecent image of a child) in which case it must be delivered to the police as soon as reasonably practicable.<sup>2</sup> Members of staff should never intentionally view any indecent image of a child (also sometimes known as nude or semi-nude images). Staff must never copy, print, share, store or save such images. See paragraphs 72-79 for further advice on searching electronic devices.

63. Where a member of staff finds **stolen items**, these must be delivered to the police as soon as reasonably practicable. However, if there is good reason to do so, the member of staff may also return the item to the owner or retain or dispose of it if returning them to their owner is not practicable. In determining whether there is a good reason to return the stolen item to its owner or retain or dispose of the item, the member of staff must have regard to the following guidance issued by the Secretary of State in paragraph 64 below.

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<sup>1</sup> Legally, schools do not have to give the name of the pupil from whom drugs have been taken to the police. Schools should consider this on a case-by-case basis. Please see the DfE and ACPO drug advice for schools for more information on the relevant powers and duties in relation to powers to search for and confiscate drugs, liaison with the police and with parents.

<sup>2</sup> Section 62 of the Coroners and Justice Act 2009 defines prohibited images of children. Section 63 of the Criminal Justice and Immigration Act 2008 defines extreme pornographic images.



64. The member of staff should take into account all relevant circumstances and use their professional judgement to determine whether they can safely dispose of the seized article. In taking into account the relevant circumstances, the member of staff should consider the following:

- the value of the item - it would not be reasonable or desirable to involve the police in dealing with low value items such as pencil cases, though school staff may judge it appropriate to contact the police if the items are valuable;
- whether the item is banned by the school;
- whether retaining or returning the item to the owner may place any person at risk of harm; and
- whether the item can be disposed of safely.

65. Any **weapons or items which are evidence of a suspected offence** must be passed to the police as soon as possible.

66. Items that **have been (or are likely to be) used to commit an offence or to cause personal injury or damage to property** should be delivered to the police as soon as reasonably practicable, returned to the owner, retained or disposed of. In deciding what to do with such an item, the member of staff must have regard to the guidance issued by the Secretary of State in paragraphs 67-68.

67. The member of staff should take into account all relevant circumstances and use their professional judgement to determine whether the item should be delivered to the police, retained, returned to the owner or disposed of. In taking into account all relevant circumstances the member of staff should consider:

- whether it is safe to dispose of the item; and
- whether and when it is safe to return the item.

68. If a member staff suspects a confiscated item has been used to commit an offence or is evidence in relation to an offence, the item should be delivered to the police.

69. Members of staff should use their judgement to decide to return, retain or dispose of any other **items banned under the school rules**. In deciding what to do with such an item, the member of staff must have regard to the guidance issued by the Secretary of State in paragraph 70.

70. The member of staff should take into account all relevant circumstances and use their professional judgement to determine whether they can safely dispose of the seized item. In taking into account all relevant circumstances, the member of staff should consider:

- the value of the item;
- whether it is appropriate to return the item to the pupil or parent; and
- whether the item is likely to continue to disrupt learning or the calm, safe and supportive environment of the school.

71. Members of staff should follow any additional guidance and procedures on the retention and disposal of items put in place by the school.

## Electronic devices

72. Electronic devices, including mobile phones, can contain files or data which relate to an offence, or which may cause harm to another person. This includes, but is not limited to, indecent images of children, pornography, abusive messages, images or videos, or evidence relating to suspected criminal behaviour.

73. As with all prohibited items, staff should first consider the appropriate safeguarding response if they find images, data or files on an electronic device that they reasonably suspect are likely to put a person at risk.

74. Staff may examine any data or files on an electronic device they have confiscated as a result of a search, as defined in paragraph 57, if there is good reason to do so.

75. If the member of staff conducting the search suspects, they may find an indecent image of a child (sometimes known as nude or semi-nude images), the member of staff should never intentionally view the image, and must never copy, print, share, store or save such images. When an incident might involve an indecent image of a child and/or video, the member of staff should confiscate the device, avoid looking at the device and refer the incident to the designated safeguarding lead (or deputy) as the most appropriate person to advise on the school's response. Handling such reports or concerns can be especially complicated and schools should follow the principles as set out in [Keeping children safe in education](#). The UK Council for Internet Safety also provides the following guidance to support school staff and designated safeguarding leads: [Sharing nudes and semi-nudes: advice for education settings working with children and young people](#).

76. If a member of staff finds any image, data or file that they suspect might constitute a specified offence, then they must be delivered to the police as soon as is reasonably practicable.

77. In exceptional circumstances members of staff may dispose of the image or data if there is a good reason to do so. In determining a 'good reason' to examine or erase the data or files, the member of staff must have regard to the following guidance issued by the Secretary of State in paragraphs 78 and 79 below.

78. In determining whether there is a **'good reason' to examine** the data or files, the member of staff should reasonably suspect that the data or file on the device has been, or could be used, to cause harm, undermine the safe environment of the school and disrupt teaching, or be used to commit an offence.

79. In determining whether there is a **'good reason' to erase** any data or files from the device, the member of staff should consider whether the material found may constitute evidence relating to a suspected offence. In those instances, the data or files should not be deleted, and the device must be handed to the police as soon as it is reasonably practicable. If the data or files are not suspected to be evidence in relation to an offence, a member of staff may delete the data or files if the continued existence of the data or file is likely to continue to cause harm to any person and the pupil and/or the parent refuses to delete the data or files themselves.

### **Confiscation as a disciplinary penalty**

80. Schools' general power to discipline enables a member of staff to confiscate, retain or dispose of a pupil's property as a disciplinary penalty, where reasonable to do so.<sup>3</sup>

81. The law protects members of staff from liability in any proceedings brought against them for any loss of, or damage to, any item they have confiscated, provided they acted lawfully.

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<sup>3</sup> Section 91 of the Education and Inspections Act 2006.



## Appendix 3

# Home School Agreement -



### At Eastfield, we will do our best to:

- ✓ Support your child's wellbeing and safety by providing a safe, supportive and caring environment.
- ✓ Help and encourage your child to reach their full potential.
- ✓ Monitor and communicate with parents and carers regularly on your child's progress.
- ✓ Provide a broad and balanced curriculum that caters for all children, including when delivered remotely.
- ✓ Promote high standards of behaviour so we can maintain a safe environment for all children.
- ✓ Offer your child opportunities to develop a sense of responsibility, form healthy social relationships and build their self-esteem.
- ✓ Set homework that supports the delivery of the curriculum and mark it where appropriate.
- ✓ Offer opportunities for parents and carers to get involved in school life.
- ✓ Communicate between home and school through Class Dojo, text, email and the school website.
- ✓ Respond to communications from parents in a timely manner, following school policies.
- ✓ Encourage good attendance and address any concerns with parents or carers where necessary.

### Parents & career, I will do my best to:

- ✓ Make sure my child attends school regularly and on time. I will notify the school if my child will be absent.
- ✓ Make sure my child is dressed in the correct uniform and brings their PE kit to school where necessary.
- ✓ Support the school to make sure my child maintains a consistently high standard of behaviour.
- ✓ Encourage my child to try their best so they can reach their full potential.
- ✓ Communicate to the school any concerns that I have about my child that may affect their behaviour in school or ability to learn.
- ✓ Make sure communication with the school is respectful, and that I make every reasonable effort to address my communications to the appropriate member of staff.
- ✓ Understand that I should communicate with staff during core school hours.
- ✓ Make sure that my child completes their homework on time and raise any issues that my child has with their teachers.
- ✓ Read and follow the school's policies, particularly the Parent & Carer Code of Conduct.
- ✓ Treat all members of the school community with care and respect.
- ✓ Engage in parent meetings and work together with Eastfield in order to achieve the best outcomes for my child.
- ✓ Read all communications sent home by the school and respond where necessary.

### Pupils, I will do my best to:

- ✓ Arrive at school on time and ready to learn.
- ✓ Try my best to do my work and ask for help if I need it.
- ✓ Wear the correct school uniform and bring my PE kit to school when I need it.
- ✓ Bring all the equipment I need each day.
- ✓ Be friendly and caring towards other children and adults.
- ✓ Listen to instructions from the adults at school and follow the school rules.
- ✓ Do my homework and bring it back to school on time.
- ✓ Look after the school equipment and be respectful of the school environment.