

**INSKIP ST. PETER'S C.E. PRIMARY SCHOOL**  
*Learning, Loving and Living with Jesus*



Keep your roots deep in Jesus Christ the Lord, build your lives on him  
and always be thankful. *Colossians 2:7*

**Compassion Friendship Respect Forgiveness Trust Thankfulness**

## **Behaviour for Learning Policy**

**October 2022**

### **Rationale**

The rationale for this policy is based on the Christian values of love, respect and forgiveness. It provides a framework for the creation of a happy, secure and orderly environment in which children can learn and develop into caring and responsible adults. Good behaviour will be rewarded and inappropriate behaviour dealt with using a range of sanctions but the Christian message of forgiveness will be implicit in all we do. It will always be clear that it is the behaviour we find unacceptable and not the child. Our children must always feel safe, secure and able to talk about concerns they may have.

The way in which pupils and adults behave has a profound effect on all the work that is undertaken. Therefore a well thought out approach to this aspect contributes directly to both the social and learning aspects of our school. We recognise that high standards are best promoted when everyone (staff, parents and children) have a shared understanding of what is acceptable and unacceptable behaviour. By promoting good behaviour we can build individual and collective esteem and encourage good personal relationships.

### **Inskip St Peter's Primary School's Principles of Behaviour**

- Every child has the right to learn but no child has the right to disrupt the learning of others.
- Everyone has a right to be listened to, to be valued, to feel and be safe. Everyone must be protected from disruption or abuse.
- Our fundamental approach is a positive one, drawing attention to, rewarding good behaviour and mutual respect
- We have a whole school approach to discipline with a clearly defined code of conduct.
- It is expected that all adults who are in our school will set excellent examples to the children in everything they do.
- We will seek to give every child a sense of personal responsibility for his/her own actions.
- We will ensure the good use of effective communication systems.
- Where there are significant concerns over a pupil's behaviour we will share the strategies we use with parents; working on an active partnership to promote good behaviour.

- We will ensure that we promote early support for developing problems.
- We will seek advice and support from appropriate outside agencies and constantly seek to inform ourselves of good practice and strategies to further improve behaviour and attitudes.
- We will implement a corporate approach but with due regard for individual circumstances.

### **Statement of Intent**

Inskip St. Peter's CE Primary School believes that, in order to facilitate teaching and learning, acceptable behaviour must be demonstrated in all aspects of school life. The school is committed to:

- Promoting desired behaviour.
- Promoting self-esteem, self-discipline, proper regard for authority, and positive relationships based on mutual respect.
- Ensuring equality and fair treatment for all.
- Praising and rewarding good behaviour.
- Challenging and disciplining misbehaviour.
- Providing a safe environment free from disruption, violence, discrimination, bullying and any form of harassment.
- Encouraging positive relationships with parents.
- Developing positive relationships with pupils to enable early intervention.
- A shared approach which involves pupils in the implementation of the school's policy and associated procedures.
- Promoting a culture of praise and encouragement in which all pupils can achieve.

Reasonable and proportionate sanctions will be used where a pupil's behaviour falls below the standard that is expected, alongside support to prevent recurring misbehaviour.

The school acknowledges that behaviour can sometimes be the result of educational needs, mental health issues, or other needs or vulnerabilities, and will address these needs via an individualised graduated response.

To help reduce the likelihood of behavioural issues related to social, emotional or mental health (SEMH), the school will aim to create a safe and calm environment in which positive mental health and wellbeing are promoted and pupils are taught to be resilient. The school will aim to promote resilience as part of a whole-school approach using the following methods:

- **Culture, ethos and environment** – the health and wellbeing of pupils and staff is promoted through the informal curriculum, including leadership practice, policies, values and attitudes, alongside the social and physical environment
- **Teaching** – the curriculum is used to develop pupils' knowledge about health and wellbeing
- **Community engagement** – the school proactively engages with parents, outside agencies and the wider community to promote consistent support for pupils' health and wellbeing

All staff will be made aware of how potentially traumatic adverse childhood experiences, including abuse and neglect, can impact on a pupil's mental health, behaviour, and education. Where vulnerable pupils or groups are identified, provision will be made to support and promote their positive mental health.

### **Legal framework**

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Education Act 1996
- Education Act 2002
- Equality Act 2010
- Education and Inspections Act 2006
- Health Act 2006
- Voyeurism (Offences) Act 2019
- The School Information (England) Regulations 2008
- DfE (2022) 'Behaviour in schools: advice for headteachers and school staff'
- DfE (2022) 'Keeping children safe in education 2022'
- DfE (2021) 'Sexual violence and sexual harassment between children in schools and colleges'
- DfE (2018) 'Mental health and behaviour in schools'
- DfE (2015) 'Special educational needs and disability code of practice: 0 to 25 years'
- DfE (2013) 'Use of reasonable force'
- DfE (2022) 'Searching, screening and confiscation: advice for schools'

This policy operates in conjunction with our:

- Anti-bullying Policy
- Suspension and Exclusion Policy
- Special Educational Needs and Disabilities (SEND) Policy
- Child Protection and Safeguarding Policy

### **Roles and responsibilities**

The **governing body** will have overall responsibility for:

- Making a statement of behaviour principles, and providing guidance for the headteacher on promoting good behaviour where appropriate.
- Ensuring that this policy, as written, does not discriminate on any grounds, including, but not limited to, age, disability, gender reassignment, gender identity, marriage and civil partnership, race, religion or belief, sex and sexual orientation.
- Promoting a whole-school culture where calm, dignity and structure encompass every space and activity.
- Handling complaints regarding this policy, as outlined in the school's Complaints Procedures Policy.
- Ensuring this policy is published on the school website.

The **headteacher** will be responsible for:

- The monitoring and implementation of this policy and of the behaviour procedures at the school. This includes monitoring the policy's effectiveness in addressing any SEMH-related drivers of poor behaviour.
- Acting in accordance with the statement of behaviour principles made by the governing board, and having any regard to guidance provided by the governing board on promoting good behaviour.
- Establishing high expectations of pupils' conduct and behaviour, and implementing measures to achieve this.
- Determining the school rules and any disciplinary sanctions for breaking the rules.
- The day-to-day implementation of this policy.
- Publicising this policy in writing to staff, parents and pupils at least once a year.
- Reporting to the governing board on the implementation of this policy, including its effectiveness in addressing any SEMH-related issues that could be driving disruptive behaviour.

The **SENCO** will be responsible for:

- Collaborating with the governing body to determine the strategic development of behaviour and SEMH policies and provisions in the school.
- Undertaking day-to-day responsibilities for the successful operation of the behaviour policy to support pupils with SEND, in line with the school's Special Educational Needs and Disabilities (SEND) Policy.
- Supporting teachers in the further assessment of a pupil's strengths and areas for improvement and advising on the effective implementation of support.

**Teaching staff** will be responsible for:

- Planning and reviewing support for pupils with behavioural difficulties in collaboration with parents, the SENCO and, where appropriate, the pupils themselves.
- Aiming to teach all pupils the full curriculum, whatever their prior attainment.
- Planning lessons to address potential areas of difficulty to ensure that there are no barriers to every pupil achieving their full potential, and that every pupil with behavioural difficulties will be able to study the full national curriculum.
- Teaching and modelling expected behaviour and positive relationships, demonstrating good habits.
- Being responsible and accountable for the progress and development of the pupils in their class.
- Not tolerating disruption and taking proportionate action to restore acceptable standards of behaviour.

**All members of staff**, including teaching and support staff, **and volunteers** will be responsible for:

- Adhering to this policy and applying it consistently and fairly.
- Supporting pupils in adhering to this policy.
- Promoting a supportive and high-quality learning environment.
- Modelling high levels of behaviour.

- Being aware of the signs of behavioural difficulties.
- Setting high expectations for every pupil.
- Being aware of the needs, outcomes sought, and support provided to any pupils with specific behavioural needs.
- Keeping the relevant figures of authority up-to-date with any changes in behaviour. The relevant figures of authority include:
  - SENCO and Headteacher
  - Class teacher.
- As authorised by the Headteacher, sanctioning pupils who display poor levels of behaviour.

**Pupils** will be responsible for:

- Their own behaviour both inside school and out in the wider community.
- Reporting any unacceptable behaviour to a member of staff.

**Parents** will be responsible for:

- Supporting their child in adhering to the school rules and reinforcing this at home.
- Informing the school of any changes in circumstances which may affect their child's behaviour.

## **Definitions**

For the purposes of this policy, the school will define "serious unacceptable behaviour" as any behaviour which may cause harm to oneself or others, damage the reputation of the school within the wider community, and/or any illegal behaviour. This may include, but is not limited to, the following:

- **Discrimination** – not giving equal respect to an individual on the basis of age, disability, gender identity, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation
- **Harassment** – behaviour towards others which is unwanted, offensive and affects the dignity of the individual or group of individuals
- **Vexatious behaviour** – deliberately acting in a manner so as to cause annoyance or irritation
- **Bullying** – a type of harassment which involves personal abuse or persistent actions which humiliate, intimidate, frighten or demean the individual being bullied
- **Cyberbullying** – the use of electronic communication to bully a person, typically by sending messages of an intimidating or threatening nature
- Possession of legal or illegal drugs, alcohol or tobacco
- Possession of banned items
- Truancy and running away from school
- Refusing to comply with disciplinary sanctions
- Theft
- Verbal abuse, including swearing, racist remarks and threatening language
- Fighting and aggression
- Persistent disobedience or disruptive behaviour
- Extreme behaviour, such as violence and serious vandalism
- Any behaviour that threatens safety or presents a serious danger

- Any behaviour that seriously inhibits the learning of pupils
- Any behaviour that requires the immediate attention of a staff member

For the purposes of this policy, the school will define “low-level unacceptable behaviour” as any behaviour which may disrupt the education of the perpetrator and/or other pupils, including, but not limited to, the following:

- Low-level disruption and talking in class
- Failure to complete classwork
- Rudeness

“Low-level unacceptable behaviour” may be escalated to “serious unacceptable behaviour”, depending on the severity of the behaviour.

### **Staff induction, development and support**

All new staff will be inducted clearly into the school’s behaviour culture to ensure they understand its rules and routines and how best to support all pupils to participate in creating the culture of the school. Staff will be provided with bespoke training, where necessary, on the needs of pupils at the school to enable behaviour to be managed consistently.

The headteacher will consider any appropriate training which is required for staff to meet their duties and functions in accordance with this policy, including on understanding matters which may affect a pupil’s behaviour, e.g. SEND and mental health needs.

Members of staff who have, or are aspiring to have, responsibilities for leading behaviour or supporting pupil wellbeing will be supported to undertake any relevant training or qualifications.

The class teachers and the headteacher will review staff training needs regularly, and in response to any serious or persistent behaviour issues disrupting the running of the school.

### **St Peter’s Primary School’s Classroom Management**

Behaviour is managed in the classroom primarily through inclusive, quality first teaching for all, taking place in a positive and well organised classroom environment with strong routines and expectations. Our Code of Conduct and class behaviour rules are used regularly and are clearly displayed with consistent application of scaled sanctions.

Children are rewarded for their use of these learning behaviours in their work and activities, in Middle and Upper School Dojos are recorded on the ClassDojo app and in Lower School a whole class reward system is used.

### **School Rules**

#### **Our School Code of Conduct**

- *We show respect and appreciate our differences*
- *We are ready to learn*
- *We listen carefully*
- *We try our best*
- *We encourage each other*

**Our rules as chosen at the start of the new school year by the children in each class and displayed for all who enter our classrooms to see:**

### **In Lower School we agree to follow a handful of rules**

- ✓ *We .... Listen*
- ✓ *We are .... Honest*
- ✓ *We are .... Kind and helpful*
- ✓ *We .... Look after each other and our environment*
- ✓ *We have .... Manners*

### **Middle School rules**

- ✓ *Always be kind*
- ✓ *Help others*
- ✓ *Respect each other and the classroom*
- ✓ *Keep our classroom tidy*
- ✓ *Always try your best*

### **Upper School Classroom Rules**

- ✓ *Treat others the way you want to be treated*
- ✓ *Only speak if it's kind, be patient with each other*
- ✓ *Be respectful – listen to others, look after people's things, use manners and take things in turns*
- ✓ *Stay well in the class by washing your hands, catching coughs and sneezes with tissues and binning them*

### **Praise and Rewards**

The school will recognise that praise is key to making pupils feel valued and ensuring that their work and efforts are celebrated. When giving praise, teachers will ensure:

- They define the behaviour that is being rewarded.
- The praise is given immediately following the desired behaviour.
- The way in which the praise is given is varied.
- Praise is related to effort, rather than only to work produced.
- Perseverance and independence are encouraged.
- Praise is only given when a pupil's efforts, work or behaviour need to be recognised, rather than continuously without reason.
- The praise given is always sincere and is not followed with immediate criticism.

Whilst it is important to receive praise from teachers, the school understands that peer praise is also effective for creating a positive, fun and supportive environment. Teachers will encourage pupils to

praise one another, and praise another pupil to the teacher, if they see them modelling good behaviour.

As with praise, the school understands that providing rewards after certain behaviour means that pupils are more likely to model the same behaviour again. For rewards to be effective, the school recognises that they need to be:

- **Immediate** – immediately rewarded following good behaviour.
- **Consistent** – consistently rewarded to maintain the behaviour.
- **Achievable** – keeping rewards achievable to maintain attention and motivation.
- **Fair** – making sure all pupils are fairly rewarded.

Rewards for good behaviour will include, but are not limited to:

- Verbal praise
- Communicating praise to parents
- Certificates, prize ceremonies and special assemblies
- Positions of responsibility, e.g. being entrusted with a particular project

A major intent of this policy is to encourage pupils to exhibit good behaviour; this is reinforced with a system of praise and reward for all children. In Lower School pupils are rewarded immediately with praise and take part in a class reward system. The children work as a collaborative team to ensure that they explore and make decisions for the collective good. When a child (or group of children) earn a reward they move a toy crocodile from one pot to another for acts of positive behaviour. Once the pot is emptied and the other filled they choose a whole class reward (eg five minutes extra playtime, parachute games ... whatever they enjoy and see as a reward). In Middle and Upper School achievements in behaviour are recorded and communicated to parents through the ClassDojo app with the winners in each year group and celebrated in the class and on the app at the end of each week.

Rewards operate on an individual basis as well as whole year groups or classes working together and include pupils demonstrating our Christian values of Compassion, Friendship, Respect, Forgiveness, Trust and Thankfulness. We hold a weekly celebration assembly where any member of our school community has the chance to nominate another for an award.

Teachers may use a variety of whole-class and individual reward systems to encourage expected behaviour. For example:

- Sent to other adults in the school for praise, e.g. Headteacher, other teachers, classes
- A copy of work sent home
- Group points/rewards
- Celebration assembly – certificates for progress made in learning
- Contacting parents with positive comments (face-to-face, phone, email, app etc.)
- Sharing and discussing work with children.
- Stickers

Classes agree their individual class rules at the start of the academic year.

Teachers keep all well behaved pupils in mind, praising and rewarding them for their continued excellent behaviour. Acceptable behaviour is praised using language that identifies the behaviour, and why it is good.



The whole school community must promote positive behaviour reinforcement.

### Managing behaviour

Instances of unacceptable behaviour will be taken seriously and dealt with immediately. Staff will respond promptly, predictably and with confidence to maintain a calm, safe learning environment. Staff will consider afterwards how to prevent such behaviour from recurring.

The headteacher will keep a record of reported incidents to help identify pupils whose behaviour may indicate potential mental health or safeguarding problems. All staff will be alert to changes in a pupil's behaviour that could indicate they need help or protection.

Support, such as targeted discussions with pupils, a phone call with parents, and inquiries into circumstances outside of school by the DSL, will be provided alongside the use of sanctions to prevent the misbehaviour recurring.

### Our School Sanctions

Teachers have the right to teach and children have the right to learn. Children who break our school rules stop teachers from teaching and stop themselves and others from learning.

There may be times in every classroom when children disrupt others. At Inskip St. Peter's, as part of our distinct Christian ethos, we give pupils every opportunity to self-correct their own behaviour as part of our Christian values chosen by our pupils of **Compassion, Friendship, Respect, Forgiveness, Trust** and **Thankfulness**. The school procedure begins when a child has been shown how to do the right thing and given a chance to correct their behaviour and has CHOSEN not to do so.

Very minor breaches of discipline are dealt with by staff in a caring, supportive and fair manner, having regard to the age of the child through the following reminder;

- The use of eye contact
- A verbal warning which focuses upon the behaviour but avoids personalising it
- When the child is back on task a positive comment will be made on the process not the outcome
- Very little emotional energy will be exerted

Behaviours are graded according to their severity and appropriate sanctions are applied. At all times a child's individual needs will be taken into consideration.

Five levels of unacceptable behaviour and appropriate sanctions have been identified:

Level	Consequence	Sanctioned by	Severity	Actions
Level 1	Verbal warning given by class teacher.	Class teachers and teaching assistants	Low	
Level 2	A child is moved within the classroom for a period of time.	Class teacher and teaching assistants	Low	

Level 3	A period of break or lunch time is to be missed within own classroom.	Class teacher and teaching assistants	Moderate	<ul style="list-style-type: none"> <li>Parents/carers may be informed</li> </ul>
Level 4	Child sent to the Headteacher.	Headteacher	Serious	<ul style="list-style-type: none"> <li>Isolation from class</li> <li>Reflection sheet may be completed and discussed.</li> <li>Record of Behaviour made.</li> <li>Parents/ carers may be informed.</li> <li>Report cards may be issued</li> </ul>
Level 5	Child sent to the Headteacher for further sanctions as appropriate.	Headteacher	Extremely serious	<ul style="list-style-type: none"> <li>Reflection sheet completed and discussed.</li> <li>Record of Behaviour made</li> <li>Meeting with Parents/carers</li> <li>Possible fixed-term or permanent exclusion applied according to individual circumstances</li> </ul>

#### **Level One/Two**

- Strategies developed within the class.
- Child is reminded of the importance of appropriate learning behaviour.
- For repeated Level One reminders, Level Two sanction is given and the child moves elsewhere in the class and is reminded the next sanction is missing some of their break.

#### **Level Three**

- Child misses a period of break and/or lunchtime within their own class with their teacher, as age-appropriate.
- If felt appropriate parents are informed

#### **Level Four**

- Child is sent to headteacher or a senior member of staff if the headteacher is not available and will stay there to complete their work.
- They will take time to complete a Reflection Sheet for a timed period.
- Discussion of Reflection Sheet Incident form is completed.
- They return to class once the headteacher has dismissed them.
- Record of Behaviour made.

- Parents/carers may be informed.

#### **Level Five**

- Children who are seen to break school rules through a serious offence are immediately removed from the classroom to the Headteacher or a senior member of staff if the Headteacher is not available. This applies also to children who repeatedly break school rules.
- Completion by child of Reflection sheet and discussion of it.
- Record of Behaviour form is completed.
- Meeting with parents/carers takes place.
- Exclusion may be used – internal, fixed or permanent.

We take a restorative approach to handling episodes of incorrect behaviour ensuring the same set of questions is asked through our Reflection sheet which is filled in by the pupil at Levels 4-5;

#### **'Reflection Sheet'**

- What happened?
- What were you thinking at the time?
- What do you think about it now?
- Who was affected?
- How were they affected?
- What do you think you need to do to make things right?
- How could you make sure this doesn't happen again?

These questions enable those responsible to acknowledge the impact of the harm to another and take steps to put it right.

The undesirable behaviour is noted in our orange incident file using the ABC model:

#### **A Antecedents:**

- What happened immediately before the misbehaviour, the events that led up to it?
- What was the setting for the behaviour? Is it always at the same activity, with the same child, or children?
- Does it always happen at certain times of the day or on the same day of the week?

#### **B Behaviour:**

- What precisely did the child do?

#### **C Consequences:**

- What happened as a result of the behaviour?
- How was the problem dealt with?

These observations will help us to see patterns and answer the question 'what is the child responding to and getting out of behaving like this?'

#### **Pupil Support Systems**

All staff work together to encourage and support all pupils in following our rules. If a child does not respond to the rewards and sanctions that are in place and shows consistently disruptive behaviour we support them on an individual basis according to their needs:

LCC's PSED PIVATS or the Boxall Profile may be used to help develop individualised target sheets which will contain one simple, positively worded target at a time. We involve the child with setting targets to fulfil our belief that taking responsibility for our own actions is at the heart of effective behaviour management. Rewards for meeting targets will be structured around the age and interests of the child. Parents will be involved in the monitoring of targets.

Intervention groups may also be used according to need, planning for these is approached through focussing on current in school issues and applying the learning into social situations; these will be short but regular sessions using interventions such as social stories, Theraplay and Talkabout.

Consideration should be given to placing the child on the Special Educational Needs Register, this would be in consultation with the child's parents or carers. The class teacher, supported by our SENCO (Miss Leyland) will monitor progress within the Code of Practice and will arrange appropriate support.

The SENCO will refer to outside agencies if they are required: support may include the involvement of Early Help agencies, Stepping Stones outreach support, the Pupil Referral Service and the educational/psychological/ Welfare Service.

Major breaches of discipline such as physical assault, deliberate damage to property, stealing, leaving the school premises without permission, verbal abuse, refusal to work, and deliberate disruptive behaviour in class is dealt with by following the behaviour modification procedure above. Failure to improve at any stage leads automatically to the next stage. Each pupil will be treated as an individual though with circumstances which may be impacting on them. The school will also consider whether the behaviour under review gives cause to suspect a child is suffering, or is likely to suffer, considerable harm, in which case the safeguarding policy should be consulted. We will also consider whether the behaviour might be the result of unmet needs, in which case Early Help or a multi-agency assessment should be considered.

Following repeated incidents of unacceptable behaviour, the following sanctions will be implemented:

- The headteacher will consider whether the pupil should be suspended, in line with the school's Suspension and Exclusion Policy, and will determine the length of the suspension.
- Although unacceptable behaviour does not necessarily mean a pupil has SEND, an assessment may be carried out at this stage to determine whether there are any undiagnosed learning or communication difficulties, or mental health issues that may be contributing to the pupil's behaviour with support given as appropriate.
- Where SEND is not identified, but the headteacher determines that support is still required for the pupil, an Individual Behaviour Plan will be created to outline the necessary provisions in place.

Following further incidents of unacceptable behaviour, the following sanctions will be implemented: The headteacher will consider whether a permanent exclusion is necessary, in line with the school's Suspension and Exclusion Policy, alongside alternative options such as a managed move or off-site direction.

For discipline to be lawful, the school will ensure that:

- The decision to discipline a pupil is made by a paid member of school staff, or a member of staff authorised to do so by the headteacher.
- The decision to discipline a pupil is made on the school premises or whilst the pupil is under the charge of a member of staff, such as during an educational trip or visit.
- The decision to discipline a pupil is reasonable and will not discriminate on any grounds, e.g. equality, SEND or human rights.

The school will ensure that all discipline is reasonable in all circumstances, and will consider the pupil's age, religious requirements, SEMH needs, any SEND, and any other contributing factors, e.g. bullying, safeguarding or home life issues.

### **Prevention strategies, intervention, and sanctions for unacceptable behaviour**

This section outlines the school's strategies for preventing unacceptable behaviour and initial interventions, minimising the severity of incidents, and using sanctions and support effectively and appropriately to improve pupils' behaviour in the future.

#### **Initial interventions**

A range of initial intervention strategies to help pupils manage their behaviour and reduce the likelihood of more severe sanctions will be used. Support will consider the pupil's specific needs and may be delivered outside of the classroom, in small groups or in one-to-one activities. A system will be in place to ensure that the the Headteacher is aware of any pupil that is:

- Persistently misbehaving
- Not improving their behaviour following low-level sanctions
- Displaying a sudden change in behaviour from previous patterns of behaviour

Examples of initial interventions to address misbehaviour will include, but are not limited to, the following:

- Frequently engaging with parents
- Providing mentoring and coaching
- Short-term behaviour report cards
- Long-term behaviour plans
- Engagement with local partners and agencies
- Where the pupil has SEND, an assessment of whether appropriate provision is in place to support the pupil, and if the pupil has an EHC plan, contact with the LA to consider a review of the plan

A multi-agency assessment, such an early help assessment, that goes beyond a pupil's education will be considered where serious concerns about a pupil's behaviour exist.

#### **Behaviour curriculum**

Positive behaviour will be taught to all pupils as part of the behaviour curriculum, in order to enable them to understand what behaviour is expected and encouraged and what is unacceptable. Positive reinforcement will be used by staff where expectations are met to acknowledge good behaviour and encourage repetition. The behaviour curriculum will focus on defining positive behaviour and making it clear what this looks like, including the key habits and routines required by the school. Routine will be used to teach and reinforce the expected behaviours of all pupils. Appropriate and reasonable adjustments to routines for pupils with additional needs, e.g. SEND, will be made. Consistent and clear language will be used when acknowledging positive behaviour and addressing misbehaviour.

### **Positive teacher-pupil relationships**

Positive teacher-pupil relationships are key to combatting unacceptable behaviour. The school will focus heavily on forming positive relationships based on predictability, fairness and trust to allow teachers to understand their pupils and create a strong foundation from which behavioural change can take place.

### **Preventative measures for pupils with SEND**

Behaviour will always be considered in relation to a pupil's SEND. If it is deemed that a pupil's SEND has contributed to their misbehaviour, the school will consider whether it is appropriate and lawful to sanction the pupil.

Where a pupil is identified as having SEND, the graduate approach will be used to assess, plan, deliver and review the impact of support being provided.

The school will aim to anticipate likely triggers of misbehaviour and put in place support to prevent these, taking into account the specific circumstances and requirements of the pupil concerned.

Measures the school will implement where appropriate include, but are not limited to, the following:

- Short, planned movement breaks for a pupil whose SEND means they find it difficult to sit still for long
- Ensuring a pupil with visual or hearing impairment is seated in sight of the teacher
- Adjusting uniform requirements for a pupil with sensory issues or relevant medical condition
- Training for staff in understanding autism and other conditions

### **De-escalation strategies**

Where negative behaviour is present, staff members will implement de-escalation strategies to diffuse the situation. This will include:

- Appearing calm and using a modulated, low tone of voice
- Using simple, direct language.
- Avoiding being defensive, e.g. if comments or insults are directed at the staff member.
- Providing adequate personal space and not blocking a pupil's escape route.
- Showing open, accepting body language, e.g. not standing with their arms crossed.
- Reassuring the pupil and creating an outcome goal.
- Identifying any points of agreement to build a rapport.
- Offering the pupil a face-saving route out of confrontation, e.g. that if they stop the behaviour, then the consequences will be lessened.

- Rephrasing requests made up of negative words with positive phrases, e.g. “if you don’t return to your seat, I won’t help you with your work” becomes “if you return to your seat, I can help you with your work”.

### **Physical intervention**

Trained members of staff will have the legal right to use reasonable force to prevent pupils from committing an offence, injuring themselves or others, or damaging school property, and to maintain good order and discipline in the classroom.

Physical restraint will only be used as a last resort and as a method of restraint. Staff members will use their professional judgement of the incident to decide whether physical intervention is necessary.

Wherever possible, staff will ensure that a second member of staff is present to witness the physical intervention used. After an instance of physical intervention, the pupil will be immediately taken to the headteacher and the pupil’s parent will be contacted.

Any violent or threatening behaviour will not be tolerated by the school and may result in a fixed-term exclusion in the first instance. It is at the discretion of the headteacher as to what behaviour constitutes for an exclusion, in line with the Suspension and Exclusion Policy.

When using reasonable force in response to risks presented by incidents involving pupils with SEND or medical conditions, staff will recognise and consider the vulnerability of these groups.

### **Removal from the classroom**

The school may decide to remove pupils from the classroom for a limited period, at the instruction of a member of staff.

The pupil will be moved to a room that is:

- In an appropriate area of the school
- Suitable to learn and refocus
- Supervised by trained members of staff

The school will only remove pupils from the classroom where absolutely necessary and for the following reasons:

- To maintain the safety of all pupils and restore stability following an unreasonably high level of disruption
- To enable disruptive pupils to be taken to a place where education can continue in a managed environment
- To allow the pupil to regain calm in a safe space

The school will ensure that pupils’ health and safety is not compromised during their time away from the classroom, and that any additional requirements, such as SEND needs, are met.

The amount of time that a pupil spends removed from the classroom will be up to the school to decide. The school will ensure that the pupil is not removed from the classroom any longer than necessary.

The staff member in charge and supervising the pupil will decide what the pupil may and may not do during their time spent removed from the classroom. The headteacher will request that the pupil’s class teachers set them appropriate work to complete.

The headteacher will establish a clear process for the reintegration of a pupil who has been removed from the classroom when it is deemed appropriate and safe for them to return. Consideration will be given to what support is needed to help the pupil return and meet the expected standards of behaviour. Reintegration meetings will be held between the school, pupil and their parents, and other agencies if relevant, where necessary.

Pupils will be permitted to eat during the allocated times of the school day and may use the toilet as required.

### **Detentions**

The school will make it clear to parents and pupils that they are able to use detention as a sanction to deter future misbehaviour, both during and outside of school hours. The use of detention as a sanction will be applied fairly and consistently, and staff and pupils will be made aware of when it may be used.

All teachers at the school will be permitted to impose detention on a pupil, unless the headteacher decides to withdraw this power from any teacher.

The following indicate the times during which detention can be held outside of school hours:

- Any school day where the pupil is not authorised to be absent
- Weekends during term, except for any weekend preceding or following a half-term
- Any non-teaching day, e.g. INSET days

Parental consent will not be required for detentions and, therefore, the school will be able to issue detention as a sanction without first notifying the parents of the pupil, including for same-day detentions.

When issuing detentions, members of staff will ensure that they do so reasonably within the given circumstances, and that they consider any additional needs of the pupil. If the detention is during lunchtime, 20 minutes will be allocated to allow the pupil time to eat, drink and use the toilet. When determining whether it is reasonable to issue a detention outside of school hours, staff will consider the following:

- Whether the detention is likely to put the pupil at increased risk.
- Whether the pupil has known caring responsibilities
- Whether the detention timing conflicts with a medical appointment

Detentions will not be issued where there is any reasonable concern that it would compromise a pupil's safety. An alternative and appropriate sanction will be issued instead.

### **Sexual abuse and discrimination**

The school will prohibit all forms of sexual abuse and discrimination, including sexual harassment, gender-based bullying and sexual violence. The school's procedures for handling peer-on-peer sexual abuse and discrimination are detailed in the Safeguarding and Child Protection Policy.

### **Prohibited items, searching pupils and confiscation**

Headteachers and staff authorised by them will have a statutory power to search pupils or their possessions, without consent, where they have reasonable grounds for suspecting that the pupil may have a prohibited item. Authorised members of staff will be permitted to use reasonable force



when conducting a search without consent for any article that the member of staff reasonably suspects has been, or is likely to be, used:

- To commit an offence; or
- To cause personal injury to any person, including the pupil themselves; or
- To damage the property of any person, including the pupil themselves.

### **Behaviour outside of school premises**

Pupils at the school must agree to represent the school in a positive manner, our expectation of good behaviour will apply both inside school and out in the wider community, particularly if the pupil is dressed in school uniform.

Staff can discipline pupils for misbehaviour outside of the school premises, including conduct online, when the pupil is:

- Wearing school uniform.
- Travelling to or from school.
- Taking part in any school-related activity.
- In any way identifiable as being a pupil at the school.

Staff may also discipline pupils for misbehaviour outside the school premises, including conduct online, that:

- Could negatively affect the reputation of the school.
- Could pose a threat to another pupil, a member of staff at the school, or a member of the public.
- Could have repercussions for the orderly running of the school.

Any bullying witnessed outside of the school premises and reported to the school will be dealt with in accordance with the Anti-Bullying Policy.

The school will impose the same sanctions for bullying incidents and non-criminal misbehaviour witnessed or reported outside of the school premises as would be imposed for the same behaviour conducted on school premises. In all cases of unacceptable behaviour outside of the school premises, staff will only impose sanctions once the pupil has returned to the school premises or when under the supervision of a member of staff.

Complaints from members of the public about the behaviour of pupils from the school are taken very seriously and will be dealt with in accordance with the Complaints Procedures Policy.

### **Data collection and behaviour evaluation**

The school will collect data from the following sources:

- Behaviour incident data, including on removal from the classroom
- Attendance, permanent exclusion and suspension data
- Use of pupil support units, off-site directions and managed moves
- Incidents of searching, screening and confiscation

- Anonymous surveys for staff, pupils, governors, and other stakeholders on their perceptions and experiences of the school behaviour culture

The data will be monitored and objectively analysed termly by the headteacher. Attempts will be made to identify possible factors contributing to the behaviour, any system problems or inadequacies with existing support. The data will also be analysed considering the protected characteristics under the Equality Act 2010 to inform school policies and practice.

### **Monitoring and review**

This policy will be reviewed by the headteacher on an annual basis; they will make any necessary changes and communicate these to all members of staff and relevant stakeholders.

The next scheduled review date for this policy is October 2023