



# MILKOM SCHOOL

## BEHAVIOUR POLICY

**2025/2026**

***At the time of publishing the following roles were held:***

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**Approved by**

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<b>Date:</b>	September 2025
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# School Behaviour Policy

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## Philosophy:

The Governing Body believe the following: -

- respect for the rights and needs of the individual underpin the whole behaviour and disciplinary process
- school should be a place where all students feel safe and secure in a system of behaviour that is based on mutual respect
- everyone who enters Millom School has a right to be shown respect
- all teaching and support staff have a right to be shown respect by students
- the individual student has a right to be treated with respect by fellow students and teachers
- students have a right to a teaching environment which allows learning to take place and his/her individual needs to be met
- no student has the right to disrupt the education of other students

Any student who deliberately misbehaves should expect to be disciplined.

The student has a right to know exactly why he/she is being disciplined.

Parents have a right to be kept informed of serious disciplinary problems with their children.

The best form of discipline is always self-discipline where students are well taught, motivated and want to learn.

## **Positive Approach to Student Behaviour**

At Millom School we try to match our behaviour philosophy to our practice to ensure a *'Positive Approach to Student Behaviour'*.

The *'Positive Approach to Student Behaviour'* places the emphasis on looking for and recognizing all the good things that occur both inside and outside the classroom.

It operates by all staff following an agreed system of Rules, Rewards and Consequences.

No matter which classroom the student is in, there should be a consistency of approach from staff when dealing with the students. The same rules apply to every classroom. These rules should be displayed clearly in every classroom.

All new staff receive INSET early in their first year on the *'Positive Approach to Student Behaviour'*.

Staff also receive regular reminders about the basic principles of the *'Positive Approach to Student Behaviour'*.

Guidelines for the procedures for the start and end of lessons are also displayed in each classroom.

The positive approach to discipline engenders a positive atmosphere in the classroom and helps to develop a positive relationship between staff and students.

**Positive discipline requires consistency from all staff.**

## Disciplinary Procedure

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### Classroom Teacher:

The classroom teacher is responsible for discipline in his/her own classroom. Good discipline is essential because effective teaching cannot take place without it.

Minor incidents should be dealt with at the time and as appropriate. Staff should follow the **agreed staged approach** (page 19) to consequences and invoke the **Referral Procedure** for persistent issues within the classroom (pages 21-22).

More serious or persistent misbehaviour in a lesson should be reported to the HoD/Subject Leader who will decide whether to invoke the **On-Call Procedure**. (page 21).

Each department should follow the school policy on detentions and on-calls for dealing with persistent misbehaviour and for supporting staff in their curriculum area. All incidents should be logged on to the GO4SCHOOLS behaviour management system. Strategies used should be consistent with and conform to school policy.

### Head of Department or Subject Leader:

Whenever a student is referred by a subject teacher, it should be logged on GO4SCHOOLS and the student should be counselled/sanctioned by the HoD and his/her parents/carers contacted if appropriate.

If there is not satisfactory improvement and the student is referred a second time then the HoD should contact parents/carers informing them that their child is being disruptive and is therefore not making progress in their learning. The HoD may invite parents/carers in to discuss the issue. If a parent/carer cannot be contacted by phone, a letter should be sent to explain the issue and to invite the parent/carer to a meeting at school. All letters need to be checked and sent via the School Office.

HoDs may decide to place students on 'Departmental Report' on their return to lessons. A copy of the completed report should be forwarded to the relevant Director of Learning and Standards to be filed.

Directors of Learning and Standards will monitor student issues and referrals across departments and intervene if the issues appear in more than one subject area.

If the student's behaviour does not improve after the HoD/DoLS has adopted a range of strategies, including 'Departmental Report', or working with another class, or assigning a learning mentor, then the HoD/DoLS should discuss the situation with the Assistant Headteacher (Student Support).

## **Tutor:**

The tutor should monitor and check the progress of individuals within their group by checking the GO4SCHOOLS behaviour logs on a weekly basis. Where necessary they should contact their tutees parents to inform them of ongoing issues and whether they are making progress or not.

Tutors are often the first to be aware of potential problems. They should liaise, whenever necessary, with subject teachers and/or learning mentors and ensure that their Director of Learning and Standards or Director of Special Needs (if they are on the SEN register) are kept informed if there are issues in a range of subjects:

- They should place students on Tutor Report if they are not demonstrating improvement in attitude or behaviour. The tutor should give clear guidelines on the report as to what teachers should comment on.
- Tutor reports should run for an initial period of two weeks. If the student has not improved his/her behaviour or effort after four weeks the tutor should refer them to the appropriate Director of Learning and Standards, who will place him or her on DOLS report if it is deemed to be appropriate.

## **Directors of Learning and Standards:**

Directors of Learning and Standards should liaise with their tutors so that they are aware of problems and, indeed, potential problems. Using information they receive from tutors and staff through the GO4SCHOOLS behaviour logging system or tutor and departmental reports, DoLS will use their professional judgment as to the most appropriate next stage of action to support the student. This may include the following:

- Reviewing tutor reports after each sequence of two weeks by discussing progress with the tutor. The tutor should inform the DoLS if the two-week tutor report has been successful or if it needs to be extended for another two weeks.
- Moving a student up from tutor report to DoLS report. DoLS report runs for an initial period of two weeks but will be extended when progress is not sufficient.
- Conducting investigations into incidents by gathering written statements from students. However, wherever possible, students should be supervised while statements are being written and they should be instructed clearly on how statements should be completed. Again, wherever possible, DoLS should also speak individually to each student involved in an incident to 'cross-reference' their verbal and written accounts.
- While investigations are being conducted, students should be removed from lessons and placed in isolation to ensure that they do not interfere with the investigatory process in any way.

Students who are identified as having a particular problem with discipline should be placed on DoLS report for a minimum of two weeks. Should the situation not improve, the student will be identified as needing more support and DoLS, working with the Student Support Team, may produce a Behavioural Support Plan for the student, which will be agreed with and signed by the student and his/her parent(s)/carer(s). At each stage, the SENCO will be informed, in order to keep the Support Register up to date. If the situation still does not improve the students' parent/carers will be invited in to discuss and consent to an Early Help Assessment to support the student and his/her family.

If parent/carers do not engage with the Early Help process the school should then seek external support, such as the LA Inclusion Officer etc.

At all stages the parents of the student will be kept fully informed and invited into school to discuss the best ways of working in partnership with school to help the student make the most of the opportunities offered by the school.

### **Assistant Headteacher (Student Support):**

The Assistant Head will become involved at the request of the HoD, DoLS, SENCO or Learning Mentors and will provide support and advice to them when dealing with the student and his/her parents.

Incidents, unless particularly serious, should not normally be referred directly to an Assistant Headteacher. However, the Assistant Head may place students on report if previous measures have not worked. The Assistant Head will also carry out investigations, contact parent/carers and lead meetings with them. The Assistant Head will coordinate the information gathering procedures to ensure that there is clear record keeping. The AHT will also prepare and present the school's case against students who are asked to appear before the Governors Disciplinary Panel.

Serious incidents only, either inside or outside the classroom, should start the disciplinary process with the DoLS. If the incident took place in a lesson, the HoD or Subject Leader should also be informed. An Incident Form must be completed.

Other members of the Senior Leadership Team will be available to support staff.

### **Headteacher:**

The Headteacher is responsible for developing the behaviour policy in the context of national guidelines. Only the Headteacher can decide to exclude a student, although he can delegate this power to the Assistant Headteachers if he is absent but only after he has been informed of the circumstances.

The Headteacher must publicise the school behaviour policy, in writing, to staff, parents and pupils at least once a year.

## PLEASE REMEMBER:

- Students must not be sent outside of classrooms and left unsupervised. If you do send a student outside of the classroom to 'cool off', it must not be for more than 2 minutes and you need to be able to see them.
- Students should not be sent to the DoLS, Student Services or to a member of the SLT during lesson times (unless prior arrangements have been made). The HoD, Subject Leader or designated teacher will invoke the On-Call procedure if an emergency occurs. If the 'On-Call' teacher is not available, the receptionist will find a member of the senior leadership team.
- It is important that, if the disciplinary system is to work, staff are **CONSISTENT** in their approach to dealing with unacceptable behaviour and that stages in the procedure are not jumped or circumvented.
- Staff 'passing on' a problem, must allow that person to deal with the student in the way that they feel is most appropriate. Staff cannot insist that a particular course of action is taken when a problem is referred on. Staff should not inform a student that a particular punishment will be given by the member of staff to whom they have referred the problem.



## SERIOUS MISBEHAVIOUR

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Where appropriate the school will seek to employ strategies to avoid permanent exclusion which it regards as the last resort. However, some kinds of misbehaviour are so serious that they carry a risk of a permanent exclusion or a lengthy fixed term exclusion for a first offence. These are usually behaviours that threaten the security and well-being of individuals or all or part of the school community, for example:

- serious actual or threatened violence against another student, member of staff, group or against the school as a whole (in the case of the latter this would include behaviour such as a bomb hoax or the unjustified sounding of the fire alarm)
- involvement with illegal substances such as bringing a substance on to the premises, supplying, offering to supply or arranging to supply a substance for another student as stated in the *Drugs and Substances Policy*.
- carrying and/or using a weapon, potential weapon or imitation weapon
- serious deliberate damage to school property or the property of others.
- sustained unacceptable disruptive behaviour which prevents the learning of others (where support interventions and sanctions have not been successful in modifying the student's behaviour)
- bullying and verbal abuse of students, staff and others including but not restricted to racist/homophobic/religious/sexual comments and including the use of social media/telecommunications to do so
- using a mobile phone to film acts of violence/bullying of others and /or sending or posting such materials on line or to other peoples' phones/computers

Other kinds of misbehaviour which, if confined to an isolated incident, may warrant a shorter fixed term exclusion (dependent upon the circumstances) but will be regarded as far more serious if repeated after a warning or prior punishment, for example, are:

- disruption of teaching and learning
- theft
- smoking or associating with students who are smoking
- Vaping or associating with students who are vaping
- refusal to wear the correct school uniform
- rudeness towards (especially swearing) or intimidation of staff or other students
- bullying
- bringing alcohol, cigarettes (including e-cigarettes), matches, lighters or fireworks onto school premises.

Exclusions can vary in length from 1 or more days up to a maximum of 45 days within one school year or can be permanent. The length of an exclusion is decided by the Headteacher and will depend on various considerations such as:

- the severity of the incident
- all information relating to the matter including: statements from students, staff and other
- witnesses
- whether the incident is a repeated incident
- whether remaining in the school is likely to put students or staff at risk

A decision to exclude a pupil permanently should only be taken:

- in response to a serious breach, or persistent breaches, of the school's behaviour policy; and
- where allowing the pupil to remain in school would seriously harm the education or welfare of the pupil or others in the school.

Members of staff have the power to *“use reasonable force to prevent pupils committing an offence, injuring themselves or others, or damaging property, and to maintain good order and discipline in the classroom”* (DfE: *Behaviour and Discipline in Schools* February 2014).

The Governing Body have taken account of advice provided by the DfE - Use of reasonable force: advice for head teachers, staff and governing bodies and the school's public sector equality duty set out in section 149 of the Equality Act 2010. Additional information can be found in the [DfE Use of Reasonable Force July 2013](#)

The police must be informed of the seizure of knives, blades or offensive weapons or any other things which there are reasonable grounds for suspecting are evidence in relation to an offence, found in the course of a search of a student. **This can include drugs, cigarettes and alcohol.**

## **Suspensions and Exclusions:**

The Department for Education (DfE) published revised guidance on suspensions and exclusions effective from September 2023:

The school's responsibilities:

- During the first 5 days of any exclusion the school will set work for the student. From day 6 an excluded student must receive full-time education provided by the school, if the exclusion is fixed term, or by the Local Authority if the exclusion is permanent.

Parents/carers responsibilities:

- During the first 5 days of exclusion parents/carers must ensure their child is not in a public place during school hours without good cause. Parents/carers could be prosecuted or issued with a fixed penalty notice if they do not comply with this requirement.
- If applicable, from day 6 parents/carers must ensure that the student attends full-time education by the designated provider.
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The school has the right to sanction students for misbehaviour outside of school. This may include exclusion if this involves serious misbehaviour (see page 9).

The Headteacher decides whether to exclude a pupil. For a fixed-term or permanently, in line with the school's behaviour policy, taking into account all the circumstances, the evidence available and the need to balance the interests of the pupil against those of the whole school community.

Where parents dispute the decision of a governing board not to reinstate a permanently excluded pupil, they can ask for this decision to be reviewed by an independent review panel. Where there is an allegation of discrimination (under the Equality Act 2010) in relation to a fixed-period or permanent exclusion, parents can also make a claim to the First-tier Tribunal (Special Educational Needs and Disability) for disability discrimination, or the County Court for other forms of discrimination. An independent review panel does not have the power to direct a governing board to reinstate an excluded pupil. However, where a panel decides that a governing board's decision is flawed when considered in the light of the principles applicable on an application for judicial review, it can direct a governing board to reconsider its decision.

A Governing Body Disciplinary Panel meeting will be held if any student is excluded for more than 15 days in a school term. The purpose of this meeting will be firstly to review the school's decisions regarding these exclusions and secondly to discuss how to prevent further exclusions in the future.

**(This information has been taken from the DfE document "Suspension and permanent exclusion from maintained schools, academies and pupil referral units in England, including pupil movement". The full version of this guidance can be found at <https://www.gov.uk/government/publications/school-exclusion>)**

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## **Guidelines for Disciplinary Measures:**

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**We are all responsible for discipline at all times.**

The following guidelines will enable the school to maintain a consistent and positive approach to student behaviour. Students should always be made aware of exactly what they have done wrong and why they are being punished.

A blanket sanction of whole class/groups should not be used. This breeds resentment among students who have not misbehaved and the potential for parental complaint.

All staff should take responsibility for behaviour around the school. Inappropriate behaviour should be checked by the member of staff at the time the incident is observed and dealt with appropriately.

### **Punishments must be seen to be fair.**

#### **Bullying:**

Millom School has an *Anti-Bullying policy* which should be reviewed every year. This should involve consultation with staff, students and parents. This policy states what the school are doing to prevent bullying but also what sanctions it can impose if bullying is discovered to be occurring. For full details see the *Millom School Anti-Bullying policy*.

#### ***What is Bullying?***

The Anti-Bullying Alliance defines bullying as *'The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online'* Bullying can take many forms and can be motivated by prejudice against particular groups. It can also be motivated by actual or perceived differences between students, as well as by jealousy of other students. Millom School recognizes that although stopping physical bullying of students is its first priority, emotional bullying can be more damaging than physical, and can, therefore, require more serious sanctions.

#### ***Preventing Bullying:***

Prevention involves a wide range of approaches in addition to applying appropriate sanctions for being found to be guilty of bullying. School staff should work together to gather intelligence about issues between students which might provoke conflict and then use this information to prevent such conflict turning into bullying. Social and emotional aspects of learning (SEAL) and anti-bullying strategies are promoted through the Personal Development scheme of work and through assemblies. This aims to create an ethos of good behaviour where students treat one another with respect because they know that this is the right way to behave. Values of respect for staff and fellow students and a clear understanding of how our actions affect others are reinforced by all staff and older students who should set a good example to the younger ones.

#### **Peer on peer Abuse**

We recognise that children can abuse their peers. This is generally referred to as peer on peer abuse and can take many forms. We have a separate Peer on peer Abuse Policy and procedures which will be followed in the event of an allegation being made against pupils in our school by other pupils. This Policy and procedures is available on request from the school office. Consideration will also be given to the advice contained within the DfE document 'Keeping

Children Safe in Education' (September 2018) and 'Sexual Violence and sexual harassment between children in schools and colleges' (May 2018).

### **Uniform:**

- Incorrect uniform should be pointed out to students and this should normally be picked up by teachers at the start of the day. Teaching staff should ask students to correct uniform. Tutors should record a note on GO4SCHOOLS if they are dealing with a uniform issue.
- Students wearing inappropriate uniform or footwear, such as trainers, will be isolated with their tutor for the school day. Tutors **MUST** inform the school office when they are isolating a student in order to ensure that the register is accurate. Parents will be contacted by the school receptionist to see if they can help rectify the situation.
- Teaching staff should also, as part of the start of the lesson procedure, ensure that uniform is correct.

### **Jewellery:**

- Students are permitted to wear a single small stud type earring in each earlobe and a single ring on one hand. Eyebrow, nose, lip or tongue piercings are not permitted. Students should be told to remove jewellery and told that a second offence will result in confiscation. A note should be made on Go4Schools.
- If a teacher, other than the tutor, asks a student to remove jewellery they should confiscate it.
- When jewellery is confiscated it should be taken to reception where it will be returned at 3.10pm the following day with the production of a note from a parent.

### **Hair colour and style:**

- Hair colour, style and make-up must be appropriate for school. Hair should be of a natural colour and should not be cut below grade 3
- Coloured nail varnish is not allowed.
- It is important that all staff 'pick up' any incorrect uniform as they walk around the site.
- Ignoring incorrect uniform sends the wrong message to students.

## **Behaviour around School:**

All staff should take responsibility for behaviour around the school.

Inappropriate behaviour should be checked by the member of staff at the time the incident is observed and dealt with appropriately.

More serious behaviour should be reported to DoLS or the Student Support Team (e.g. aggressive behaviour, verbal or physical bullying). An Incident Report should be completed for serious incidents. DoLS or SST will decide an appropriate consequence based on knowledge of the student and the nature of the incident.

## **N.B. To ignore poor behaviour is to condone it.**

### **Additional sanctions:**

In addition to the classroom sanctions outlined on page 14, the following sanctions can be imposed by all staff, although they are more likely to be used by middle and senior leaders:

- Loss of privileges – e.g. the loss of a prized responsibility, not being allowed to participate in non-uniform days or school trips, withdrawal from sports teams.
- School based community service – such as picking up litter, weeding the school grounds, tidying a classroom, helping to clear up the dining hall after meal times, or removing graffiti.
- Various reports – lunch monitoring; tutor; departmental; DoLS; Assistant Headteacher.
- Lunchtime and lesson time isolation.
- Restorative practice – where perpetrators are confronted with the consequences and effects of their actions upon their victim(s). This can be a very useful approach when dealing with bullying and other forms of threatening or violent behaviour.
- Suspension or permanent exclusion in more extreme cases.

To be fair and lawful sanctions must satisfy the following conditions:

1. The decision to punish a pupil must be made by a paid member of school staff or a member of staff authorized by the headteacher (this may include volunteers carrying out regulated activity).

2. The decision to sanction and the punishment itself must occur on the school premises, although the misbehaviour itself may occur outside of school. However, sanctions may be issued by staff in charge of students during school trips or other events outside of school.
3. It must not discriminate against the student with regard to any other legislation such as disability, special educational needs, race and other equalities and human rights. It must be reasonable and proportionate in all circumstances.

*NB: the behaviour policy should adhere to the legal duties under the Equality Act 2010, in respect of safeguarding and SEND.*

**However, the safety and security of students and staff as a whole takes priority over all other considerations.**

### **Pupil Conduct and Misbehaviour Outside the School Premises**

#### What the Law Allows

Teachers have a statutory power to discipline pupils for misbehaving outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives Head teachers a specific statutory power to regulate pupils' behaviour in these circumstances "to such extent as is reasonable."

Subject to the school's Behaviour Policy and procedures, the teacher may discipline a pupil for:

- any misbehaviour when the child is:
- taking part in any school-organised or school-related activity; or
- travelling to or from school; or
- wearing the school uniform; or
- in some other way identifiable as a pupil at the school.
  
- or misbehaviour at any time, whether or not the conditions above apply, that:
- could have repercussions for the orderly running of the school; or
- poses a threat to another pupil or member of the public; or
- could adversely affect the reputation of the school.

Further Detail can be found in Appendix A

### **Screening, Searching and Confiscation**

The school follows Government advice when confiscating items from pupils which is outlined in their document "Screening, Searching and Confiscation – Advice for Head teachers, Staff and Governing Bodies – January 2018. (A copy of this document is available from the school on request or to download from the Gov.uk Website).

The following items are what are termed 'Prohibited Items' and their presence on school premises or if found on an individual pupil will lead to the highest sanctions and consequences:

- Knives
- Firearms/weapons
- Illegal drugs
- Alcohol
- Fireworks
- Tobacco, cigarette papers, lighters/matches and other smoking related paraphernalia
- E-cigarettes, vapes & associated liquids and accessories.
- Pornographic or unsuitable images
- Stolen items
- Any article that the member of staff (or other authorised person) reasonably suspects has been, or is likely to be, used:

i) to commit an offence,

ii) to cause personal injury to, or damage to the property of, any person (including the pupil)

If there is a suspicion or a report of a student being in possession of any of the above items, staff should pass on their concerns to a Director of Learning and Standards, or a member of SLT.

Further detail regarding Searching, Screening & confiscation can be found in appendix 3.

### **The Use of Reasonable Force**

There are circumstances when it is appropriate for staff to use reasonable force to safeguard children. The term 'reasonable force' covers the broad range of actions used by staff that involve a degree of physical contact to control or restrain children. This can range from guiding a child to safety by the arm, to more extreme circumstances such as breaking up a fight or where a young person needs to be restrained to prevent violence or injury 'Reasonable' in these circumstances means 'using no more force than is needed'. The use of force may involve either passive physical contact, such as standing between pupils or blocking a pupil's path, or active physical contact such as leading a pupil by the arm out of the classroom. The decision on whether to not to use reasonable force to control or restrain a child is down to the professional judgement of the staff concerned and should always depend on individual circumstances.

The Governing Body have taken account of advice provided by the DfE - Use of reasonable force: advice for head teachers, staff and governing bodies and the school's public sector equality duty set out in section 149 of the Equality Act 2010.

Guidance to staff in avoiding use of force when dealing with confrontation



1. Remain calm and polite; keep your own temper in check.
2. Maintain eye contact; speak clearly without raising your voice.
3. Defuse the situation by offering to talk privately during a break or in a quiet place, if you feel it is safe to do so.
4. Do not block the path of a student who is wanting to exit a room

Further information regarding The Use of Reasonable Force can be found in Appendix 4.

### **Behaviour of Parents and Other Visitors to the School**

The School encourages close links with parents and the community. We believe that pupils benefit when the relationship between home and school is a positive one. The vast majority of parents and others visiting our school are keen to work with us and are supportive of the school. However, on the rare occasions when a negative attitude towards the school is expressed, this can result in aggression, threatening behaviour, written, verbal and/or physical abuse towards a member of the school community.

We expect parents and other visitors to behave in a reasonable way towards other members of the school community. Further detail can be found in appendix 5.

### **Classroom Procedures**

All staff should follow the agreed policy, e.g. rules, rewards and consequences.

A consistent approach from all staff makes discipline problems less likely to occur and makes the classroom a better place for both students and staff.

Staff should go through the Classroom Code of Conduct, which are in every teaching area, at the start of each term.

#### **Classroom Code of Conduct:**

- Do as you are told the first time you are asked
- Be correctly equipped for the lesson
- Allow others to speak without interruption
- Do not shout out, tease, or use bad language
- Take care of classroom, equipment, and materials
- Staff must be addressed courteously by their names (Mr/Mrs/Miss) or by Sir/Miss.

## **Rewards:**

Verbal praise and behavioural praise (use as often as possible):

- End of Term Assembly Rewards (Using Go4Schools Data)
- Positive note in planner.
- Postcards home.
- Sent to DoL, SST or SLT (for additional praise).
- Subject awards such as Star of the Week/Month/Term.

## **Sanctions:**

1. Warning/verbal reprimand
2. Isolated in lesson for short period
3. Kept back after class\*
4. Negative comment in planner
5. Detention – lunch/break/after school
6. Extra work or repeating unsatisfactory work until it meets required standards.
7. Confiscation of students property e.g. jewellery/mobile phone etc.
8. Referral to HoD/Subject Leader
9. Removed from lessons for a fixed period

Continued misbehaviour in a particular lesson will result in the student being placed on departmental report.

Decision to place a student on departmental report will be made by HoD/Subject Leader after consultation with subject teachers.

Where students would normally go straight to another lesson, they should be isolated for the remainder of the lesson rather than being kept back at the end.

**\*NB Remember at the end of the day, some students may have to be released in time to catch a bus.**

## **Punctuality:**

- Teaching staff should be in their rooms before 8.45 am.
- Students should move to their first lesson at the bell before 8.45 am.
- As far as possible, teachers should be in their classrooms to meet students as they arrive.
- Students are expected to be at all lessons on time. Lateness should be treated as a misdemeanour and students warned as to future punctuality. 'Lates' must be recorded on GO4SCHOOLS. As part of effective classroom management teachers should impose appropriate consequences for lack of punctuality.
- Tutors will monitor punctuality. Weekly 'late lists' will be produced via GO4SCHOOLS by the attendance officer and sent to tutors and the relevant DoLS. A stepped approach exists for sanctioning morning 'lates' beginning with a verbal warning from the tutor and resulting in a full school detention for students who have 4 or more 'lates' within a half-term. Parent/carers will also receive a letter informing them of the detention and asking for their support. This is in addition to (and does not replace) any consequences from individual teachers.

## **Truancy:**

- All staff must keep an attendance record for all lessons on GO4SCHOOLS. GO4SCHOOLS registers must be saved at the beginning of the lesson.
- If staff suspect a student may be truanting from their lesson, they should inform the receptionist as soon as possible. The receptionist will inform the On-Call member of staff. If the student has left the site then parents will be informed firstly but if the student cannot be located the police will be contacted.
- Where a DoLS becomes aware that a student has truanted, then the student will be placed 'on report' to monitor attendance. Parents will also be informed.
- The Assistant Headteacher and the DoLS will meet on a regular basis to discuss any problems with attendance and enlist support with persistent non-attenders.
- All tutors should inform their DoLS if they have any concerns about a student's attendance.
- The school operates a 'First Day Response' system with absentees' parents being contacted on the first day of absence. Absences are listed on the GO4SCHOOLS Home page.

## Expectations of Students:

In addition to the classroom code of conduct, it is reasonable to have the following expectations of students: -

- Students must realise that staff are in the position of parents/guardians whilst they are in school and this means that there is no excuse for disrespect or insolence towards teachers or other staff.
- Students should always be respectful to fellow students and visitors to the school.
- Students should behave sensibly and calmly in and around the school buildings.
- Students are not permitted to smoke at school or on any journey to or from school (this includes the smoking of e-cigarettes/vapes). Students caught smoking / vaping or associating with students smoking / vaping will be **excluded for one day** in the first instance. Repeat offenders will serve escalating periods of exclusion.

## Expectations of Staff:

In the same way that we have expectations of our students, students are right to have expectations of their teachers. Staff also have expectations of their colleagues.

1. Staff must be consistent in their approach and adhere to school policy.
2. Staff should dress appropriately for school in a professional manner.
3. It is essential that staff appear undivided, even though there may be differences between individuals.
4. All staff should feel valued and trusted by one another.
5. All staff should feel supported by colleagues.
6. Staff must provide a safe environment for students. Any instance, however small, of bullying, assault, or dangerous behaviour witnessed by a member of staff should be dealt with immediately by that member of staff and not overlooked. A written referral should be passed to the relevant member of staff so that any necessary further action can be taken. This should be by logging the incident on GO4SCHOOLS under the category of bullying. However, the member of staff should also inform the relevant DoLS of the incident if it serious enough to warrant a significant sanction.
7. Students should be addressed by their first name.

8. Praise should be used often in the classroom and as soon as it is earned.
9. Staff should arrive to lessons promptly. Lessons should only start when students are quiet and ready to commence the lesson. Similarly, lessons must end in an orderly fashion with students being dismissed in a controlled manner.
10. Lessons must be planned and be appropriate for the particular class. The lessons should challenge and stimulate students and not simply occupy them. Students should understand clearly what is expected of them and what they should achieve in the lesson. Work should be marked promptly and positively to encourage better work. Students should be clear on what they need to do to improve.
11. The classroom environment should be as pleasant as possible. Display should be used to inform, stimulate and encourage students. It should also be used to recognise and reward good work.
12. The key to our approach to students is **CONSISTENCY**. Lack of consistency only confuses students (and staff!) and leads to ill feeling and discipline problems. Consistency leads to security and a clear understanding that any breaches of discipline will be dealt with.
13. Teaching a class must always be a priority. Staff should not usually be interrupted whilst teaching a class unless it is necessary.

## Behavioural Support

The school believes firmly that students who are experiencing difficulties with their behaviour should be supported in learning how to improve their behaviour so that they are able to make the most of the opportunities offered by the school.

The school wants all students to feel happy and secure in school. Students with behaviour problems rarely experience this feeling. In addition, their behaviour can have an impact on the education of other students and, on occasions, how happy and secure they feel in school.

It is essential that the impact of any poor behaviour on other students is not forgotten and, therefore, needs to be considered when deciding on the most appropriate ways to support students with behaviour problems.

The ways students are supported will always be decided on an individual basis. Students will be involved fully in the decisions being taken to provide them with support. This does not mean that students will have the right to refuse to comply with a particular course of action. They must, however, have the reasons for the course of action clearly explained to them.

Parents should be involved at all stages. When parents work in partnership with the school, the chances of a successful outcome are increased considerably.

The school works closely with Educational Psychologists, Local Authority Inclusion Officers, Hospital and Home Tuition, Police Community Support Officers, Social Services, LAC Team, the Safeguarding Hub, plus any other agencies we feel may be able to offer support e.g. YOS (Youth Offending Service).

We accept that adverse behaviours can and often do result from safeguarding issues which are external to the school such as abuse, neglect and exploitation therefore school staff will not make assumptions about behaviour without first exploring any contextual reasons for the behaviour, particularly where this may be out of character.

The school will not tolerate bullying (including cyberbullying, prejudice-based and discriminatory bullying), harassment or intimidation of any description. A complaint of bullying will always be taken seriously.

## Responding to the behaviour of pupils with SEND or other health conditions

We will consistently and fairly promote high standards of behaviour for all pupils and provide additional support where needed to ensure pupils can achieve and learn as well as possible.

Adjustments will be made to routines for pupils with additional needs, where appropriate and reasonable to ensure all pupils can meet behavioural expectations. These adjustments may be temporary, but always to support the individual needs of the pupil. By planning positive and proactive behaviour support, e.g. through drawing up individual behaviour plans for more vulnerable children, and agreeing them with parents, jointly we can work towards a reduction in incidents of challenging behaviour.

Consideration will be given as to whether a pupil's SEND has contributed to the misbehaviour and if so, whether it is appropriate and lawful to sanction the pupil. In considering this, we will refer to the DfE guidance for schools on the [Equality Act 2010](#).

We will also consider whether any reasonable adjustments need to be made to the sanction in response to any disability the pupil may have and to try and ascertain the underlying causes of behaviour and whether additional support is needed.

We are, however, mindful that not all pupils requiring support with behaviour will have identified special educational needs, other health conditions or disabilities. Children experiencing a mental health problem, or at risk of developing one, can have an effect on a child's behaviour as can instances of adversity and trauma experienced by children. We will engage with other agencies and, where necessary, make links to the whole school approach to mental health and wellbeing as set out in the DfE guidance on [Mental health and behaviour in schools](#).

## **Agreed staged approach to classroom low level disruption**

### **1<sup>st</sup> warning**

This will be a verbal warning mentioning the behaviour that is not acceptable and emphasising to the student your expectations for their behaviour.

### **2<sup>nd</sup> warning**

This will be a written warning and the student's initials should be written on the red section of the 'Behaviour for Learning Poster'. Again remind the student that their behaviour is not acceptable and that if they choose to break the rules again that they leave you no choice but to issue a sanction/detention. Tell them to think carefully about their next move and that the choice is theirs.

During warning 2 you may decide to move the student within your classroom to a place that might help them continue.

### **3<sup>rd</sup> Sanction**

I saw/heard you choose to ....behaviour.... You have chosen to receive a sanction/detention where we will discuss this calmly later.

**This is non-negotiable and students must understand and believe that there will be inevitable consequences if they make the wrong choices.**

## **Guidelines on the Use of Detention**

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The law gives teachers the power to issue detention to students under 18 as a sanction during the school day and outside of school hours. This is clearly communicated to parents in the Home/School Agreement printed in the Students Planner. If the parents/carers have signed the agreement they are consenting to staff exercising this power when necessary.

The times outside normal school hours when detention can be given are:

- After school on any day when the student is not authorized to be absent
- Weekends (except the weekend preceding or following the half-term break)
- Non-teaching days (INSET days)

After school detention is an available strategy but should always be considered in relation to the safety of the student and travel arrangements. It does not matter if making travel arrangements are inconvenient for the parent/carer. However, in the event of safety issues arising, staff must be prepared to find alternative strategies to



after school detentions. Also, if a student has known responsibilities as a carer, an after school detention may be unreasonable.

Staff are advised to make use of breaks or lunchtime detentions as a first recourse. However, for lunchtime detentions, staff should allow reasonable time for the student to eat, drink and use the toilet.

### **USE OF DETENTION:**

1. The time, place and reason for the detention must be recorded in the student's planner.
2. If the detention is after school then it is advisable that the student's parent/carers are given 24 hours' notice, even though this is no longer statutory. Parents/Carers will be notified of any detentions after school and parent/caers and students can view an individual's behaviour and detention record through Go4Schools.
3. Students who fail to attend the class teacher's detention should then receive a further detention from the HoD/Subject Leader.
4. Students who do not attend this second detention will be placed in School Detention with the Student Support Team.
5. Students who fail to attend School Detention without a valid reason will be placed in full isolation for the following day of school (or as near to the following day as possible).

## **On-Call Support timetable**

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The idea of a support timetable is to provide additional help for staff when an emergency occurs in the classroom. An emergency could be a violent incident, a student out of control, a serious and persistent refusal to comply with school rules or a serious medical problem.

Staff must not use the support timetable for minor incidents or work-related problems. These should be dealt with by following the school's normal disciplinary procedures.

If a serious incident happens, the HoD (in the majority of cases) should telephone reception or ask a reliable student to go to Reception. The Receptionist will alert the member of staff 'on-call', who would then come immediately to the classroom, where he/she would either remove the offending student or supervise the class to allow the teacher to deal with the incident.

The teacher 'on call' will not be responsible for dealing with the incident but can advise on a possible course of action. The student concerned will be dealt with by the appropriate person under the normal disciplinary procedures of the school.

An On-Call form with full written details must be given to the member of staff on-call who will return the completed form to reception once the matter has been dealt with. Reception will pass this form on to the appropriate HoD in order for any recommended actions to be carried out. All relevant staff will be informed of the incident via e-mail.

An On-Call Support Timetable will be drawn up each year along with guidance for on-call staff.

## **Referral Route for class teachers:**

For the minority of students who are rejecting the positive support and encouragement provided by the class teacher a stepped and structured referral process will occur:

1. Teacher applies the agreed staged approach to lesson disruption.
2. At the class teacher's discretion students who persistently reach stage 3 and 4 can be referred to HoD/Subject Leader. On the first referral, HoD/Subject Leader counsels the student, places their name on a register within the Departmental Discipline records and explains what will happen if the student is referred on a second occasion.
3. Students return to the class teacher for their next lesson or following a single period of lesson isolation.
4. If students are referred to the HoD/Subject Leader on a second occasion then:
  - a. All relevant information is recorded on GO4SCHOOLS and the HoD informs the relevant DoLS.
  - b. The HoD/Subject Leader informs the team secretary from the Admin Team and a standard letter is sent home to parents outlining the concerns and informing them of the action to be taken.
  - c. The student should be placed on Departmental Report and a further departmental detention or isolation may be operated at the discretion of the relevant department.
5. Students return to the class teacher and the (1-5) cycle recommences if necessary.

Directors of Learning and Standards (supported by the Student Support Team) will monitor the overall progress in lessons of students, and take action if necessary by informing parents of situations by letter, meeting with students, placing students on report and meeting with parents.

Information about students overall progress will be triangulated between the tutor, learning Mentors and the Directors of Learning and Standards.

In serious situations DoLS and the Student Support Team have the power to recommend a student to the Assistant Headteacher for an internal exclusion.

### **Referral Route for non-classroom based incidents:**

1. Member of staff deals with incident and takes action if necessary.
2. If action is taken, the member of staff should inform the tutor(s) of the student(s) involved.
3. Tutor discusses any issues with their tutee.
4. Tutor monitors the overall picture of their tutees and takes action when necessary by contacting parents, placing the student on report or referring to DoLS.

The effective operation of this referral system is dependent on student and teacher awareness of its operation. We strive towards consistency of practice through the school meetings structure, INSET, assemblies, parental information and tutorial work.

## **Subject Report and Guidelines:**

### **Suggested Procedures**

- 1) HoDs/SLs will decide whether students should be put on Subject Report.
- 2) Subject report to operate for a designated period of lessons.
- 3) Each Subject Report should have specific targets.
- 4) After the period of lessons either:
  - a) Problem solved
  - b) Extension of subject report for further period of lessons
  - c) Escalation of consequences which would be:
    - i) Contact DoL and parents.
    - ii) Isolation from lesson in another classroom / with a senior member of staff

In all cases a copy of the Subject Report should be sent to the DoLS at the end of the designated period of lessons.

- 5) Other circumstances when students might be removed from classroom:-\*
  - a) to defuse a crisis;
  - b) to omit subject report stage and give class a chance to settle without the disruptive or uncooperative student;
- 6) Key Stage DoLS can put individual on Whole School Report at any stage upon recognising difficulties in more than one area as a result of weekly analysis of GO4SCHOOLS behavior logs.

**\*Please remember students must not be left in an unsupervised area**

## **Tutor/DoLS Report and Guidelines:**

### **Suggested Procedures**

- 1) Tutors/DoLS will decide whether students should be put on Tutor/DoLS Report.
- 2) Tutor/DoLS report to operate for a designated period (a minimum of two weeks).
- 3) Each Tutor Report should have specific targets.
- 4) After the two-week period either:
  - a) Problem solved
  - b) Extension of tutor report for further two week period
  - c) Escalation of consequences which would be:
    - i) Contact DoLS and parents.
    - ii) Move up to DoLS Report
- 5) Key Stage DoLS can put individual on Whole School Report at any stage upon recognising difficulties in more than one area as a result of weekly analysis of GO4SCHOOLS behaviour logs.

## **Summary**

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The school recognises that where there are behaviour problems, a single 'fix' is rarely the solution and that a range of support strategies need to be investigated so that the student concerned receives the most appropriate support to help resolve the situation.

Policy approved  
November 2023

# APPENDICES

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## APPENDIX 1 – Good practice

The following pages outline GOOD PRACTICE and suggest ways of maintaining GOOD ORDER

‘Problems’ are normal where children are learning and testing the boundaries of acceptable behaviour.

Our success is tested, not by the absence of problems, but by the way we deal with them.

Don't React:

Address the problem:

- Avoid confrontation
- Listen
- Establish the facts
- Judge only when certain
- Use punishments sparingly.

Removal of privilege is the most effective strategy.

### Out and About the School:

All informal contact contributes to standards of behaviour. Control that behaviour by taking the initiative at every opportunity, when walking the corridors, on break duty, at lunchtime. Expect to:

- Start a positive dialogue with the student
- Greet students with a smile
- Deal with all misbehaviour – to ignore it is to condone it!
- Enjoy relating to students.
- Use humour – it builds bridges
- Be positive and build relationships
- Know your students as individuals.

### In the Classroom

Create and sustain a positive, supportive, and secure environment. Well prepared, stimulating lessons generate good behaviour and earn respect. Expect to:

- Arrive before the class and begin on time
- Be prepared for the lesson
- Keep everyone occupied and interested
- Extend and motivate all students
- Mark all work promptly and constructively

- Set homework regularly to schedule
- Encourage creative dialogue – confidence in discussion is important
- Keep an attractive, clean and tidy room
- Maintain interesting wall displays
- Use first names.

### **Do All You Can to Avoid**

- Humiliating.....breeds resentment
- Constant shouting .....it diminishes you
- Over reacting .....the problems will grow
- Blanket punishment .....the innocent will resent them
- Over punishment .....never punish what you can't prove
- Sarcasm .....it damages you!

Please never leave students outside rooms. The problem needs a solution not complicating. Seek help if you need it. And do all you can to:

- Use humour .....it builds bridges.
- Keep calm.....it reduces tensions.
- Listen .....it earns respect.
- Be positive and build relationships.
- Know your students as individuals.
- Carry out any threats you have to make.
- Be consistent.

Always apply school rules positively.

### **Maintaining Discipline**

Insist on acceptable standards of behaviour, work and respect. Expect to:

- Apply school rules uniformly.
- Work to agreed procedures.
- Insist on conformity and school uniform.
- Be noticed and discussed, in school and at home.
- Follow up problems to their conclusion.

The majority of students conform and are co-operative. Deal immediately with the few who present problems.

- Establish your authority firmly and calmly.
- Separate the problem from the person.

Only if you cannot resolve a problem, refer it on to one person. Make sure it is pursued to a satisfactory conclusion.

## **Appendix 2 Out of School Behaviour**

This school is committed to ensuring our pupils act as positive ambassadors for us. Taking the above into account, we expect the following:

- good order on all transport (including public transport) to and from school, educational visits or other placements such as work experience or college courses.
- good behaviour on the way to and from school.
- positive behaviour which does not threaten the health, safety or welfare of our pupils, staff, volunteers or members of the public.
- reassurance to members of the public about school care and control over pupils to protect the reputation of the school.
- protection for individual staff and pupils from harmful conduct by pupils of the school when not on the school site.

The same behaviour expectations for pupils on the school premises apply to off-site behaviour.

### **Sanctions and Disciplinary Action – Off-site Behaviour**

Sanctions may be given for poor behaviour off the school premises which undermines any of the above expectations and regardless of whether or not it is an activity supervised directly by school staff. Sanctions may be in the form of detention, fixed term exclusion or in very serious cases, permanent exclusion. In issuing sanctions, the following will be considered:

- The severity of the misbehaviour.
- The extent to which the reputation of the school has been affected.
- Whether pupils were directly identifiable as being members of the school.
- The extent to which the behaviour in question could have repercussions for the orderly running of the school and/or might pose a threat to another pupil or member of staff (e.g. bullying another pupil or insulting a member of staff).
- Whether the misbehaviour was whilst the pupil was on work experience, taking part in a course as part of a school programme, participating in a sports event (and in any situation where the pupil is acting as an ambassador for the school) which might affect the chances or opportunities being offered to other pupils in the future.

### **Pupil Support**

We aim to support all our pupils to ensure that every child succeeds during their time at the School. Where it becomes clear that a child is having on-going difficulties in managing their behaviour, there are a wide range of strategies which are used to support pupils.

- Monitoring report cards with targets to promote success in lessons
- Increased communication between home and school
- Individual support plans
- Referral to the school mentor
- Support from the Inclusion Support Team which consists of the SENCo (Special Educational Needs Co-ordinator), teaching assistants, school mentor, inclusion support manager, home school liaison officer, work related learning co-ordinator etc.



- Small group work or 1:1 support in self-esteem, emotional literacy, anger management, nurture group sessions etc.
- Additional literacy or numeracy support where this is identified as a barrier to learning and impacts on the child's behaviour
- Alternative curriculum provision
- Reduced timetable
- Referral to outside agencies such as Educational Psychologist, Mental Health Worker, Behaviour Specialists etc.

### **Appendix 3 Searching, Screening and Confiscation**

Head teachers and authorised staff can also search (with the permission of the pupil) for any item banned by the school rules which has been identified in the rules as an item which may be searched for.

The following are items which are banned by the school under the school rules:

- Mobile phones used in school
- Digital media devices or similar used in school
- Jewellery not in accordance with the School Uniform Policy
- Vapes, lighters or any smoking / vaping paraphernalia.

The school will confiscate any electronic items being used inappropriately on the premises such as mobile phones, digital media devices etc. Pupils can bring these to school on the understanding that they remain switched off and in bags whilst on the school grounds (unless under the instruction of a member of staff).

Staff in this school have the right to confiscate, search and ultimately delete any media which they “reasonably suspect” is being used to bully or otherwise cause an individual harm. Depending on the seriousness of the media, information may also be reported to the Police.

Pupils wearing any accessories or jewellery which do not follow the School Uniform Policy can expect to have these items confiscated. Any confiscated items will be logged and made available for collection at the end of the school day. Where a pupil repeatedly flouts the rules, they may be asked to hand in items at the beginning of each day to reduce unnecessary time wasting for teachers. For repeated offences of this nature, parents will be asked to collect confiscated items. Where items are not collected, the school will dispose of them at the end of each term.

Pupils found with tobacco and/or cigarette papers will have these confiscated and destroyed whether they are found to be smoking or not. They will also be issued with a sanction for bringing tobacco on to school premises. Pupils will also receive sanctions for smoking near the school and on their way to and from school.

Staff have the power to search pupils with their consent for any item banned under the school rules. This includes searching bags. Where items are ‘prohibited’ as outlined above, these will not be returned to pupils and will be disposed of by the school according to the DfE advice and statutory guidance ‘Screening, Searching and Confiscation – Advice for Head teachers, staff and Governing Bodies’. Pupils must not bring any of the items listed above on to school premises. The school will

automatically confiscate any of the 'prohibited' items and staff have the power to search pupils **without** their consent for such items. There will be severe penalties for pupils found to have 'prohibited' items in school. In certain circumstances, this may lead to permanent exclusion.

## **Appendix 4            Use of Reasonable Force**

All members of school staff have a legal power to use reasonable force. This power also applies to people whom the Head teacher has temporarily put in charge of pupils such as unpaid volunteers or parents accompanying pupils on a school organised visit.

Any use of force by staff will be reasonable, lawful and proportionate to the circumstances of the incident and the seriousness of the behaviour (or the consequences it is intended to prevent). Reasonable force will be used only when immediately necessary and for the minimum time necessary to achieve the desired result and to prevent a pupil from doing or continuing to do any of the following:

- committing a criminal offence;
- injuring themselves or others;
- causing damage to property, including their own;
- engaging in any behaviour prejudicial to good order and discipline at the school or among any of its pupils, whether that behaviour occurs in a classroom or elsewhere.

Force will **never** be used as a punishment.

Whether it is reasonable to use force and to what degree, also depends on the age and understanding of the pupil and whether they have Special Educational Needs or disabilities. Medical advice will always be sought about the safest way to hold pupils with specific health needs, special educational needs and disabilities.

### **Action as a result of Self-defence or in an Emergency**

All staff including teaching assistants, lunchtime supervisors, admin staff and the site management have the right to defend themselves from attack, providing they do not use a disproportionate degree of force to do so. Similarly, in an emergency, if for example, a pupil was at immediate risk of injury or at the point of inflicting injury on someone else, any member of staff is entitled to intervene. A volunteer helping in school would not be expected to work with a child who is known to need physical restraint as indicated in their Behaviour Management Plan.

### **Circumstances in which reasonable force might be used**

Circumstances in which reasonable force might be used include the following:

- Pupils found fighting will be physically separated.
- Pupils who refuse to leave a room when instructed to do so may be physically removed.
- Pupils who behave in a way which disrupts a school event or a school trip or visit may be physically removed from the situation.

- Restraint may be used to prevent a pupil leaving a classroom where allowing him or her to do so would risk their safety or lead to disruptive behaviour. This may also include leading a pupil by the arm out of a classroom.
- Pupils at risk of harming themselves or others through physical outbursts will be physically restrained.
- To prevent a pupil from attacking a member of staff or another pupil.
- To prevent a pupil causing injury or damage by accident, by rough play, or by misuse of dangerous materials or an object.

### **Power to Use Reasonable Force when Searching Without Consent**

In addition to the general power to use reasonable force, the Head teacher and authorised staff can use such force as is reasonable given the circumstances to conduct a search for 'prohibited items'. See Section titled 'screening, searching & confiscation'.

### **Unreasonable Force**

The type of force which will never be acceptable in our school includes:

- holding round the neck or any other hold that might restrict breathing;
- kicking, slapping or punching;
- forcing limbs against joints (e.g. arm locks);
- tripping or holding by the hair or ear;
- holding face down on the ground.

A pupil with a known challenging behaviour, a medical condition which affects behaviour patterns, has special educational needs or where there is evidence or suspicion of self-inflicted harm (i.e. is a risk to themselves) may be the subject of a Behaviour Management Plan. This Plan sets out specific ways in which the behaviour is controlled whilst on school premises and during any off-site visit. It may also include details on managing the pupil's behaviour whilst travelling to school on organised home-school transport.

In such circumstances, parents will always be made aware of their child's Behaviour Management Plan and will be asked to contribute to the content and control measures implemented in an attempt to apply consistency of sanctions and rewards both in school and at home. Wherever possible and appropriate, the child concerned will also be involved in creating the Behaviour Management Plan.

### **Informing Parents when Reasonable Force has been used**

In accordance with current good practice, the school will speak to parents about serious incidents involving the use of force and will record such serious incidents.

In making a decision about informing parents, the following will be considered:

- the pupil's behaviour and level of risk presented at the time of the incident;
- the degree of force used;
- the effect on the pupil or member of staff concerned; and
- the child's age.

All incidents when 'physical restraint' as opposed to 'physical control' is used will be recorded as soon as possible and details passed on to the Head teacher (or deputy in the absence of the Head teacher) who will follow up the incident where necessary. The following must be recorded:

- all incidents where unreasonable use of force is used;

- any incident where substantial force has been used e.g. physically pushing a pupil out of a room;
- use of restraint;
- all incidents where either the child or the 'handler' is injured because of the intervention;
- an incident where a pupil is distressed though clearly not overreacting.

The following criteria will be used when considering the need for recording:

- (a) Did the incident cause injury or distress to a member of staff or pupil?
- (b) Even though there was no apparent injury or distress, was the incident sufficiently serious in its own right? Any use of restrictive holds, for example, fall into this category;
- (c) Did the incident justify force? This is particularly relevant where the judgement is finely balanced;
- (d) Does recording it help to identify and analyse patterns of pupil behaviour?

If the answer to any of the questions is 'yes', a written record should be made and held in a secure central location or recorded in the bound Record of Physical Intervention book (blue) and all other notes taken at the time are to be kept.

In all instances of the use of physical restraint, parents will be informed the same day, by phone, and invited into the school to discuss the incident unless to do so would result in significant harm to the pupil, in which case, the incident will be reported to the Cumbria Safeguarding Hub by the Head teacher/DSL.

All injuries will be reported and recorded in accordance with school procedures.

### **Post Incident Support**

Serious incidents can create upset and stress for all concerned. After the incident ends it is important to ensure any staff and pupils involved are given first aid treatment for any injuries. Emotional support may also be necessary. Where required, immediate action will be taken to access medical help for any injuries that go beyond basic first aid. The school will then decide how and when to contact the parents of the pupil to engage them in discussing the incident and setting out subsequent actions. After the incident, the Head teacher and/or other staff will:

- (a) ensure the incident has been recorded;
- (b) decide whether multi-agency partners need to be engaged and, if so, which partners;
- (c) hold the pupil to account so that he or she recognises the harm caused or which might have been caused. This may involve the child having the chance to redress the relationship with staff and pupils affected by the incident. It may also mean the child is excluded. See Section 3.2 above.
- (d) help the pupil develop strategies to avoid such crisis points in the future and inform relevant staff about these strategies and their roles;
- (e) ensure that staff and pupils affected by the incident have continuing support if necessary in respect of:
  - physical consequences
  - emotional stress or loss of confidence
  - analysis and reflection of the incident

### **Follow up**

In many cases there will be a follow-up meeting of key personnel to discuss the restraint incident and review the Behaviour Management Plan or other plans for pupils. It might also be appropriate to review the Whole School Behaviour Policy and/or supporting procedures.

### **Other Physical Contact with Pupils**

This school does not operate a 'No touch Policy'. There are occasions when physical contact, other than reasonable force, with a pupil is proper and necessary.

- When comforting a distressed pupil.
- When a pupil is being congratulated or praised.
- To demonstrate how to use a musical instrument.
- To demonstrate exercises or techniques during PE lessons or sports coaching.
- To administer first aid.
- To apply sunscreen to the arms, face or lower legs of very young pupils or those with special educational needs who might struggle to apply it appropriately themselves

## **Behaviour of Parents and Other Visitors to the School**

Violence, threatening behaviour and abuse against school staff or other members of the school community will not be tolerated. When formulating our procedures, reference was made to the DfES document 'A Legal toolkit for schools – Tackling abuse, threats and violence towards members of the school community' and DfE non-statutory guidance 'Advice on School Security: Access and barring of individuals from school premises' (December 2012). A notice indicating that such negative behaviour is not acceptable is displayed in the school reception area.

Our school expects and requires staff to behave professionally in these difficult situations, and to attempt to defuse the situation where possible, seeking the involvement as appropriate of other colleagues. However, all members of the school community (including other parents and visitors) have the right to visit and work without fear of violence and abuse, and the right in an extreme case, of appropriate self-defence.

We expect parents and other visitors to behave in a reasonable way towards other members of the school community. The following outlines the steps that will be taken where parent or visitor behaviour is unacceptable.

Types of behaviour that are considered serious and unacceptable

The following list outlines the types of behaviour that are considered serious and unacceptable and will not be tolerated towards any member of the school community. This is not an exhaustive list but seeks to provide illustrations of such behaviour:

- Shouting, either in person or over the telephone
- Speaking in an aggressive/threatening tone
- Physical intimidation e.g. standing very close to her/him
- The use of aggressive hand gestures/exaggerated movements
- Physical threats
- Shaking or holding a fist towards another person
- Swearing
- Pushing
- Hitting, e.g. slapping, punching or kicking
- Spitting
- Racist or sexist comments
- Sending inappropriate or abusive e-mails to school staff or to the general school e-mail address
- Publishing or posting derogatory or inappropriate comments which relate to the school, its pupils or staff/volunteers on a social networking site
- Breaking the school's security procedures

Unacceptable behaviour may result in the Police being informed of the incident.

Procedures for Dealing with Unacceptable Behaviour

When a parent or member of the public behaves in an unacceptable way during a telephone conversation, staff at the school have the right to terminate the call.

The incident will be reported by staff to the Senior Management Team. The school reserves the right to take any necessary actions to ensure that members of the school community are not subjected to verbal abuse. The school may warn the aggressor, temporarily or permanently ban them from the school site, and/or contact the Police.

When any parent or visitor behaves in an unacceptable way in person towards a member of the school staff a member of the Senior Management Team will seek to resolve the situation through discussion and mediation. If necessary, the school's complaints procedure should be followed. Where all procedures have been exhausted, and aggression or intimidation continues, or where there is an extreme act of violence, the discussion will be terminated and the visitor will be asked to leave the school immediately. It is also an offence under Section 547 of the Education Act 1997 for any person (including a parent) to cause a nuisance or disturbance on school premises. The Police will be called if necessary. The perpetrator may also be banned from the school premises for a period, which will be determined by the school.

Prior to a ban being imposed, the following steps will be taken:

- Depending on the severity of the incident, the individual may first be issued with a written warning stating that if a similar incident occurs, the individual concerned will be banned (temporarily or permanently) from the school premises.
- In more serious cases, the individual will be informed, in writing, that she/he is banned from the premises temporarily, subject to review, and what will happen if the ban is breached.
- Extreme incidents will result in a permanent ban being enforced immediately. The individual will be informed in writing of the permanent ban but will be given the right to appeal in writing against the decision.
- In all cases, parents will be given the opportunity to discuss any issues relating to their child with school staff.
- Incidents of verbal or physical abuse towards staff may result in the Police being informed, and may result in prosecution.

If an individual is intimidating, threatening or aggressive towards a member of the school community any interaction will be terminated immediately and the person will be instructed to leave the premises. Further action may be taken by the school.

The School will take action where behaviour is unacceptable or serious and breaches this Whole School Behaviour Policy and procedures.

#### Unacceptable Use of Technology

The School takes the issue of unacceptable use of technology by any member of the school community very seriously.

We expect parents and other adults within the school community to act responsibly when using on-line technologies. The expectation of parents is set out on page 4. Failure to comply with these expectations could result in parents and/or other adults being banned either temporarily or permanently from the school site, and the incident may be reported to the Police.

Acceptable use agreements exist for pupils, staff and governors of the School and form part of our Online Safety Policy and procedures.