



Behaviour Policy

STATUTORY POLICY

Agreed by Governors: Autumn 2020
To be reviewed: Autumn 2021

This policy is the statement of principles, aims and strategies for the positive management of behaviour at Dothill Primary School. Underpinning our policy are the vision values that we promote and uphold throughout school.

Whole school vision

Our core belief is that children at Dothill should feel safe and happy and we work hard to ensure this.

We believe that our children are unique and bring their own personal experiences and contributions to our school.

Our Dothill community has high expectations for everyone and seeks to develop creativity and independence through a stimulating and supportive environment.

We believe in the importance of widening our horizons. We are committed to celebrating the rich diversity of local, British and international cultures and religions within a broadly Christian ethos, providing a foundation upon which everyone can develop a sense of their own value and purpose. We aim to develop positive, confident, reflective children who:

- are happy, fulfilled and proud of themselves and their achievements
- take part in decision making within the classroom and school so that they have sound knowledge of their own value and purpose
- understand the school expectations and those of society so that they can make choices and decisions for themselves with the understanding of what is right and wrong
- are able to think creatively and independently in order to have aspirations for the future are proud to be part of a diverse British society

Whole school values

Underpinning our vision are the values that we promote and uphold throughout the school. These shared values apply to all who are part of our school community.

Responsibility
Respect
Honesty
Happiness
Confidence
Creativity
Cooperation
Enthusiasm
Fairness
Kindness

These values mean that children and adults work actively in partnership to enable all members of our school community to realise their potential to enhance their own lives and the lives of others

Aims of the policy

- To create a welcoming and safe learning environment in which everyone can be successful.
- Develop a consistent approach across the school which all children know and understand.
- Create an atmosphere where social, moral, spiritual and cultural values are learnt and developed.
- Pupils take on ownership for their own learning with pride in their work.

At Dothill Primary School, we want to help children grow up with a clear view of what is right and wrong and an appreciation of the needs of others and society around them.

We, as adults, are the role models for the children and take this responsibility very seriously in that we endeavour, at all times, to treat each other and the children as we, ourselves, would wish to be treated.

This policy includes the following aspects

- Day to day expectations of behaviour
- Rewards and sanctions
- Multi-agency support for Pupils
- Behaviour beyond the school gates and school day
- Searching and Confiscation
- The use of reasonable force
- Pastoral Care for School Staff

Expectations of staff

We expect all staff to recognise:

- **Good behaviour** is an essential condition for effective teaching and learning to take place
- **Effective teaching and learning** supports good behaviour
- **High self-esteem** promotes good behaviour, effective learning and positive relationships.
- **Independence and self-discipline** is promoted so that each child learns to accept responsibility for their own behaviour.
- There must be a clear **consistent positive approach** to behaviour throughout the school on a daily basis
- **Clear codes of expected behaviour** and positive feedback when pupils are behaving well must be communicated.
- **Respect** for their own and each other's belongings and taking pride in our environment should be promoted at all times.
- Every child should be made to **feel valued** regardless of any disability, nationality, ethnicity, culture, gender or sexuality.

All staff have the responsibility of ensuring that these key features are promoted throughout the school day. (See staff Code of Conduct)

Through the example of the adults who care for them at school and through well planned and stimulating learning opportunities, we believe that children will accept learning challenges and develop self-discipline.

British Values

Dothill Primary School is committed to serving its community. As a school, we are already incorporating these values through the planned taught curriculum as part of their links with Spiritual, Moral, Social and Cultural aspects of learning.

The five key British Values are:

- Democracy
- The rule of law
- Individual Liberty
- Mutual respect
- Tolerance of those of different faiths and beliefs

These values are discussed with pupils through assemblies and within class.

Agreed behaviour Expectations

- Be kind
- Be honest
- Be respectful
- Be responsible
- Be your best

Children's responsibilities

We expect all children in our school to;

- follow the school's expectations of behaviour as well as their own class agreed rules;
- have high expectations of behaviour of themselves;
- learn to understand that they are responsible for their own actions;
- develop an increasingly sound understanding of right and wrong;
- co-operate and work together;
- learn to sort out disagreements and frustrations sensibly and constructively;
- be reliable, trustworthy and responsible;
- behave in a safe manner at all times;
- respect the school's environment and belongings;
- take care of their belongings and those of other children;
- show respect to each other;
- act with equal respect to all staff.

Staff Responsibilities

To support positive behaviour and a positive environment through

- A consistent approach by the whole school community
- Appreciating and following agreed codes of behaviour

- Encouraging our children to see themselves as members of the school team and recognise their responsibility within this.
- Developing the skills of co-operation and discussion
- Encouraging everyone to have respect for their own and each others belongings
- Encouraging everyone to take pride in our environment
- Having a positive and consistent approach to playtimes and lunchtimes
- Creating a stimulating classroom environment
- Providing clear and positive learning experiences fairly and consistently
- Offering a broad and balanced curriculum that is well prepared, planned and stimulating to each child
- Ensuring that curriculum issues concerning organisation, methods of teaching and learning, content and differentiation are addressed.

To provide positive role models for the children through

- Demonstrating good manners
- Practising good behaviour to each other as well as the children
- Teaching appropriate behaviour and giving feedback when pupils are behaving well
- Showing respect for every child as an individual
- Making every child feel valued
- Not accepting bullying, anti-social behaviour in school on any level, at any time
- Being aware of vulnerable children
- Being seen to be fair, using rewards and sanctions clearly and consistently
- Responding calmly, quietly, consistently and positively
- Criticising the behaviour not the child
- Avoiding labelling
- Listening with empathy and tact
- Handling confidential information with sensitivity

In partnership with parents/carers

- Parents/carers have a vital role in promoting and supporting good behaviour and so effective home/school liaison is very important.
- It is important that teachers work alongside parents/carers to manage appropriate behaviour and attitudes to learning as documented in the Home/School Agreement. (see appendix 1)
- We ask parents/carers to sign and return the Home/School agreement to demonstrate their support.
- We expect parents/carers to support the actions of the school when consequences are imposed to give a consistent message to children.
- As a minimum we expect every pupil to have an attendance of 96% and to be in school on time (see Attendance Policy).

Unacceptable Behaviour

Because of our behaviour expectations we will not accept:

- Refusal of requests by adults
- Dishonesty, including stealing

- Bullying of any kind including name-calling, hurting others, threats and intimidation.
- Racism, homophobia or sexism including name calling and any type of harassment
- Verbal or physical aggression
- Anything illegal being brought into school, including weapons, drugs or stolen items
- Abusive or foul language to anyone
- Damage to property, including graffiti

Bullying

Bullying is the repeated and sustained desire to hurt, threaten or frighten someone else. Physical, verbal or emotional bullying can cause long-term misery to children. We consider bullying to be unacceptable behaviour and it will not be tolerated. As with any problem in school, bullying is best dealt with when teachers, parents and children are all working in partnership. We encourage children to tell adults about incidents of bullying and for parents to share any information they may have with school. Governors are informed of the number of bullying incidents that take place. (See Anti-Bullying Policy)

Aggressive Behaviour

We will not accept any behaviour, physical, emotional or verbal, which is dangerous or upsetting to anybody else. We give children consistent advice on dealing with fighting or violence in support of this policy. We encourage children to speak to the teacher or lunchtime supervisor if they have been the victim of aggressive behaviour. We always explain that hitting back is wrong.

Leaving the classroom or school grounds without permission

If a pupil runs out of a class we will establish where he or she has gone. Teachers must not run after them but will send a message to the office for adult support. It is advisable to keep a watchful eye on any child who has taken him or herself out of the school building and possibly out of school grounds, unless this provokes the child to run further. If a child is no longer on school premises parents will be contacted. If they are not at home the police will be informed (by calling 999) that a pupil has left school and is at risk.

Procedures for Managing Behaviour

Promoting Good Behaviour

Good behaviour is helped when everyone remembers to do what is expected of him/herself.

We encourage good patterns of behaviour by:

- as a school communicating clearly to children what is expected of them;
- praising children when we see good behaviour (this can be done using non-verbal signals, positive verbal comments or positive written comments);
- focussing on the positive behaviour taking place;
- giving children responsibility;
- referring to and consistently applying school and classroom rules;
- matching expectations and activities to individual children's age, needs and development;
- recognising achievements with certificates in achievement assemblies;
- regularly informing children's parents/carers of good behaviour or achievement ;
- encouraging children to think about others through whole school assemblies;

- teaching the skills of resourcefulness, resilience and reflectiveness through PSHE scheme 'Jigsaw' which develops Mindfulness

Good patterns of behaviour may be rewarded by:

- non verbal signals
- positive verbal comments and praise
- positive comments written in books
- giving children responsibility
- sharing positive aspects with others
- awarding stickers, smiles or other 'in class' rewards
- golden time
- informing parents
- awarding certificates
- recognition at sharing assemblies

Discouraging inappropriate behaviour

We work with a range of strategies for promoting good behaviour for all children. We discourage inappropriate patterns of behaviour by:

- focussing on the positive behaviour taking place;
- non-verbal signals
- verbal warnings reminding the children of aims and expectations providing an alternative to their unacceptable behaviour
- private discussion with the child about why the behaviour is unacceptable and explaining the consequences of further poor behaviour, giving choices.

When a child forgets a rule, or breaks it on purpose, sanctions will be used fairly and consistently. It is important to continue to reward and encourage the child for their good behaviour.

- Planned ignoring
- Non verbal signals
- Verbal warning reminding the children of aims and expectations providing an alternative to their unacceptable behaviour
- Private discussion about why the behaviour is unacceptable and explaining the consequences of further poor behaviour. Giving choices.
- Change of position within the learning environment
- Separating child from group or class for a fixed amount of time (previously agreed 'buddy' teacher)
- Loss of privilege
- Contacting parents to discuss ways of helping the child to improve his/her behaviour

These systems are shared with pupils during assembly in the autumn term.

Persistent or Extreme Behaviour

We believe that most unacceptable behaviour should be dealt with by the child's own class teacher using the strategies listed above. However with persistent or extreme behaviour the child could be

referred to the SENDCO with a view to devising an individual behaviour programme to support the child in learning appropriate social behaviour in school. This may involve a home/school contract, which closely involves the parents in supporting school to modify their child's behaviour. Governors are informed of cases of extreme behaviour as appropriate.

When the Procedures Don't Work

If procedures appear to be failing to help a child control his or her behaviour a meeting is called. This involves the class teacher, head teacher or deputy head teacher, parents and child. The aim of this meeting is to devise a plan of action to help the child to improve his/her behaviour. Behaviour targets will be set and a review date agreed. The Head Teacher may request a governor to be present at such a meeting.

Exclusion

A fixed or permanent exclusion is the last resort after a range of measures have been tried to improve a pupil's behaviour. A decision to exclude a pupil for a fixed period may be taken in response to breaches of the school's Behaviour Policy, including persistent disruptive behaviour. If this occurs parents/carers may be asked to remove their child for a specific, short term period while intervention strategies are put in place to help the child improve. Exclusions whether fixed term or permanent can only be imposed by the Headteacher or the Deputy Head teacher.

Where exclusion is used the school conforms to the Local Authority and DfE Guidance. If a child is excluded for a period of less than 5 days, the school will provide work - it is the parent's/carers responsibility to ensure the pupil completes the work and returns it to the school for marking (NB parents/carers can be fined if their child is found in a public place during an exclusion). From Day 6 of exclusion, temporary alternative arrangements for schooling will be made for the child. In the event of a permanent exclusion, the Local Authority will contact parents/carers with details of the Day 6 provision.

Any child returning to school after an exclusion is helped to behave appropriately. The Chair of Governors will be notified of all exclusions without the child's name being disclosed. Governors are updated termly on the number of exclusions that have taken place.

Further Action

If a child is repeatedly excluded during a term and is causing concern then an Early help Assessment could be completed which may lead to additional support. School may also ask for additional help and advice from the LA Fair Access panel (FAP).

The power to discipline beyond the school gate

Disciplining beyond the school gate covers the school's response to all non-criminal bad behaviour and bullying which occurs anywhere off the school premises and which is witnessed by a member of staff or reported to the school. The governing body must be satisfied that the measures proposed by the head teacher are lawful. (See appendix 2)

Searching and confiscation

The Headteacher, Deputy Headteacher and Assistant Headteacher have a statutory power to search pupils or their possessions, without consent, where they suspect the pupil has certain prohibited items. The items that can be searched for under this power are knives or weapons, alcohol, illegal

drugs and stolen items. School staff can seize any banned or prohibited item found as a result of a search or is considered to be harmful or detrimental to school discipline. (See appendix 3)

Use of reasonable Force

The use of physical intervention is very rare and is, wherever possible avoided.

There may be occasions where the use of reasonable force or physical restraint is appropriate; for example if a child is hurting his/her self and/or others or making a threat to injure using a weapon. The Senior leadership team are trained in the Management of Actual or potential Aggression (MAPA) Any intervention used will always be minimal and in proportion to the circumstances of the incident. All physical intervention will be recorded. (See appendix 4 for guidance)

Pastoral care for school staff

If an employee is accused of misconduct and pending an investigation, the governing body will instruct the Headteacher to draw on the advice in the 'Dealing with Allegations of Abuse against Teachers and Other Staff' guidance when setting out the pastoral support school staff can expect to receive if they are accused of misusing their powers.

Equal Opportunities

Equal opportunities is about ensuring that every member of the school community is regarded as being of equal worth and importance, irrespective of culture, race, gender, sexual orientation, gender identity, learning abilities, sensory or physical impairment, social class or lifestyle; it is about recognising differences, meeting individual needs and taking positive action, so that everyone has equal access to the educational opportunities offered by the school; it is also about regularly monitoring that each child has the opportunity to achieve.

Making the Policy Known to All

To ensure that all staff, children and parents are aware of the aims and procedures of the policy it will be presented to:

All staff - through their regular meetings.

Children - through displays and discussions of expectations and behaviour guidelines. On going work in PSHE, circle time and assemblies will explain and revisit the policy throughout the year.

Parents - through induction meetings, website, leaflets or newsletters.

Website - www.dothillprimaryschool.co.uk

Arrangements to Monitor and Review the Policy

This policy will be monitored by the Senior Leadership Team.

This will be done by:

- Feedback from children
- Agenda item at staff meeting where staff can feedback.
- Feedback from Teaching Assistants and Lunchtime Supervisors at regular meetings with Head Teacher.

The policy will be reviewed by *Governors* on an annual cycle or sooner if issues need addressing.

Signed.....Date.....

(Head teacher)

Signed.....Date.....

(Chair of *Governors*)



Behaviour Policy Addendum Covid-19 Reviewed November 2020

At Dothill Primary School we aim to maintain a secure, caring and stimulating environment in which children are encouraged to have respect for themselves and each other. Whilst expectations in our Behaviour Policy remain pertinent, it is necessary, in light of the Covid-19 pandemic, to make some adjustments for the safety of all pupils and staff. It is to be used in conjunction with, and read alongside, the Behaviour Policy.

These adjustments are set out below:

Arrivals, Departures and the School Day.

- Children will enter school through their designated entrance at the agreed time. Children will leave their parent/carer on the playground and enter their classroom alone, keeping a 2m distance from any other individual. There will be markers on the floors to support children with social distancing.
- At their designated home time, children will leave the building from their designated exit. They will leave one at a time when their parent has come to collect them, again keeping their distance using the markers on the floors as a guide.
- Movement around the school will be limited. When the children leave their classroom to go outside for break, or outdoor learning, they will use the external classroom doors.
- Children will follow an adult from their pod on their designated route.
- Children will be expected to tell a member of staff if they are unwell and are exhibiting signs of Coronavirus by raising their hand.
- Children must have a responsibility for their own equipment e.g. water bottles and ensure that these are not shared with other pupils.
- Children should not bring any items from home other than lunch or a snack and a named water bottle.
- Children should not wear masks or face coverings in school.
- No mobile phones will be permitted
- As groups are not permitted to mix, assemblies, sports day and end of year events will not take place until further notice.
- Class teachers will offer verbal feedback rather than formal marking.
- Children will continue to be able to access online resources through the website. Oak Academy will be used as an online learning resource

- Seesaw will be used for homework and remote learning

Hand washing and Hygiene

- Children will be expected to follow all hand washing and hygiene routines while in school.
- Children will wash hands on arrival at school, after returning from the outside, before and after eating and at regular intervals during the day.
- We ask children to follow the catch it, bin it, kill it, mantra when in school, if they need to cough or sneeze, they should use a tissue or crook of their arm.
- Children will be reminded not to touch their face, mouth, nose or eyes while at school.
- Should a child refuse to follow these routines then disciplinary procedures and sanctions will be used (see below)
- At all times, children and their families should follow the guidance on self-isolation if they or anyone in their household shows coronavirus symptoms. Children should not attend school if they are showing symptoms, or if you or any of your household are self-isolating. This is consistent with advice from the Chief Medical Officer. More information is available here: <https://www.gov.uk/government/publications/covid-19-stay-at-home-guidance/stay-at-home-guidance-for-households-with-possible-coronavirus-covid-19-infection>
- If a child informs an adult that they are experiencing symptoms of COVID-19, they will be isolated within the school and parent/carers informed immediately to collect them. Please refer to the guidance document above for further information about when they can return to school.
- A child displaying symptoms will be isolated in the GP room at the front of the school. Staff will wear a face mask/gloves and observe the child's experience of the symptoms from a 2m distance until they are collected by their parents/carers.
- Children or staff who are sent home due to symptoms of COVID-19 should be tested and the government guidance followed (as above). If a test is positive, all members of the bubble must isolate for 14 days in accordance with the guidance. If the test is negative, the child and bubble group may return to school.
- If a family member has the virus, the child will need to isolate following the government guidance. If the child begins to display symptoms, they should be tested. The group the child is attending will also be informed and they may also require testing. The school will follow all government guidance.

Social Distancing

- Children who are old enough will be expected to socially distance from their peers and adults in school and on the playground/field at all times. Pupils will be seated at tables facing the front of the classroom. When children enter their classroom, after washing their hands, they will be expected to go straight to their table and nowhere else in the room. Children will put their hand up if they need an adult's support, they will not get out of their seats.
- Teachers will ensure that pupils, where ever possible, adhere to social distancing measures. Where older pupils are not complying, the usual disciplinary procedures and sanctions will be used (see below).
- We understand socially distancing may be more difficult for younger children, they will be encouraged wherever possible to keep a distance from peers and adults, however, we understand this may not always be possible.

Toilets

- Each class will have their own toilets to use. These will be sign posted.
- Children will be supervised and encouraged to use the toilets one at a time (this may not always be possible with reception children).
- When a child has finished in the toilet they must wash their hands.

Break times

- Children will have a designated place to play during break times.
- Children will be encouraged to remain socially distant from both peers and adults during play and break times.
- Children must stay in their designated area at all times.

Rewards

Teachers and Teaching Assistants welcome opportunities to praise individuals for good work, attitude or good behaviour, and show recognition, if these are brought to their attention. Above all praise and encouragement should be used as much as possible. Walking through school to show their work to the Head Teacher or other adult for acknowledgement and praise during this time will not be permitted, however, there will be a virtual celebration assembly each week where children's achievements and attitudes can be publicly acknowledged.

Behaviour in school

If a child's behaviour is deemed high risk, for example, refusing to adhere to safety measures, such as, hand washing, social distancing, leaving their classroom or deliberate behaviours that put themselves or others at risk, such as spitting or deliberately coughing at people. The following sanctions and disciplinary procedures could be used:

- Conversation(s) with pupil(s) which could include a verbal warning, moving seats if logistically possible and other behaviour management strategies in line with our current behaviour policy.
- If a child leaves the classroom then SLT should be called for immediately using the class radio.
- Once all appropriate behaviour management strategies have been exhausted, contact should be made with pupil's parent/carer.
- If the health and safety of other pupils and staff members are put at risk by the pupils not adhering to social distancing measures, then the parent/carer will be expected to collect the pupil and a fixed term exclusion will be applied in line with Exclusion guidance.

Pupils with Special Educational Needs

School acknowledges that children will have had a range of different experiences during the lockdown period which may have an impact on their behaviour presentation upon return to school. Some may present with frustration as a result of being isolated from friends or having missed a significant event or experience; e.g. exams, school trip, etc. Others may have experienced bereavement or loss or another, real or perceived, traumatic episode. For many, the process of re-engagement with learning and the school community, under unusual circumstances, may require some additional input and encouragement.

As a result of these varied experiences children may present with behaviour that is not usual, this may include;

Behaviour policy

- Anxiety; lack of confidence
- Challenging behaviour; fight or flight response
- Anger; shouting, crying
- Hyperactivity and difficulties maintaining attention

For some children, including those with attachment concerns or SEN, and especially those with autism, the change in routines and lack of familiarity will require additional adjustment.

School recognises that behaviour could be a sign that for some individual children there is an unfulfilled need and that the behaviour is communicating that there is a problem. The school will undertake an individual risk assessment for the child and use *reasonable endeavours* to make the necessary adjustments to reduce the stimulus that may be triggering the challenging response.

Children with SEN are recognised as being particularly vulnerable and therefore have an urgent need to be re-integrated back into school as soon as reasonably possible. School will work closely with parents to implement supportive strategies that will inform an appropriate response. If necessary school will seek external support from other agencies.

- Appendix 1 - Home School Agreement**
- Appendix 2 - The power to discipline beyond the school gate**
- Appendix 3 - Searching and confiscation**
- Appendix 4 - The use of reasonable force**
- Appendix 5 - Forms to record search/force**



Home - School Agreement

Dothill Primary School

Growing together we can make a difference

What we want for the children who come to our school

Dothill Primary School promotes high achievement through high expectations and a warm and caring atmosphere, so that children will:

Develop these qualities as learners:

- a positive, interested attitude towards learning
- confidence to enjoy new opportunities and experiences
- enquiring minds
- self-confidence and self-worth
- independence as learners
- good organisational skills



Make progress and enjoy high personal achievements by:

- being able to access the curriculum equally
- acknowledging areas for developments and addressing them
- achieving to the best of their ability
- having access to a variety of good quality resources for learning

Develop Positive Personal attributes, such as:

- tolerance and respect for themselves and others, as well as property
- taking pride in their environment and developing a sense of belonging to a community
- respecting and promoting equal opportunities
- demonstrating empathy, compassion, collaboration and caring and promoting good manners and politeness
- enjoyment and a sense of humour

This is the Agreement between
Parents, Pupils and School
2019

for

Schools' Commitment

We demonstrate our commitment to working as a thinking school in a learning community by striving to:

Manage the school effectively by:

- maintaining good behaviour and discipline
- providing a safe, secure and happy learning environment
- providing a creative and balanced curriculum that meets the individual needs of the children
- encouraging children to do their best at all times as valued members of the school community
- welcoming parents and carers and encouraging them to take part in school life
- equipping our staff with the skills and knowledge to do their job properly
- valuing everyone's contribution to our learning community
- having effective, efficient, manageable systems that give staff and children confidence

Provide quality education by:

- providing the best possible learning environment that is safe, attractive and caring
- taking time to interact with children
- developing the curriculum creatively
- Giving timely and effective feedback to children on their learning, both verbal and written
- building good relationships with all members of our learning community
- contacting home as soon as we have concerns about your child



Signed..... Class Teacher Date

Signed..... Head Teacher Date.....

Parents' / Carers' Commitment

Parents / Carers will support the school and their child by making sure that:

- my child understands the standards of behaviour expected at school
- I contact school if my child is absent for any reason and that my child has excellent attendance and punctuality
- I avoid taking holidays during term time
- I promote high standards by providing a neat and appropriate uniform in line with school guidelines
- I provide a suitable PE kit for PE lessons
- I come and speak to the class teacher if I have any concerns about my child at school
- I provide a quiet place at home for my child to do homework
- I attend parents consultation meetings during the Autumn and Spring term
- I encourage my children to represent school at events such as sports, music and drama
- I show an interest in school by attending information meetings for parents to discuss new school developments
- I contribute to the replacement of any school equipment or books that my child is responsible for if they have been lost or damaged
- I give permission for my child to use the internet at school during ICT lesson



Signed..... parent/carers

Date.....

Child's Commitment

To make the most of my time at Dothill Primary School, I will make sure that I:

- always do my best
- stick to the school behaviour expectations
- do my homework on time and to the best of my ability
- bring my PE kit on the days when I need it
- work in class to the best of my ability
- ask for help when I need it
- wear my school uniform and represent my school well
- talk to an adult in school if I have any worries or concerns
- play well with other at playtimes and lunchtimes
- show a positive attitude to school and learning



Signed(child) Date

Behaviour Expectations at Dothill Primary School



Make school a fun, happy and safe place to be

Appendix 2

The power to discipline beyond the school gate

Disciplining beyond the school gate covers the school's response to all non-criminal bad behaviour and bullying which occurs anywhere off the school premises and which is witnessed by a member of staff or reported to the school. The governing body must be satisfied that the measures proposed by the head teacher are lawful.

Any bad behaviour when the child is:

- taking part in any school-organised or school-related activity or
- travelling to or from school or
- wearing 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.

As a result of any of these behaviours, the Headteacher will collect witness statements from both adults and children who have witnessed the event. The parents of the child involved will be contacted and invited into school to discuss the matter. Sanctions for the bad behaviour will follow those issued by the school for bad behaviour during the school day. Parental support will be sought for sanctions which they are able to administer outside the school day.

Following any incident, the Headteacher will consider whether it is appropriate to notify the police or Community Support Officers of the actions taken against a pupil. If the behaviour is criminal or poses a serious threat to a member of the public, the police will always be informed. If there is any concern that the behaviour may be linked to the child suffering, or being likely to suffer, significant harm, safeguarding procedures would be followed.

Behaviour and discipline government guidance for governors

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/463484/Behaviour_and_discipline_in_schools_guidance_for_governing_bodies.pdf

Behaviour and discipline government guidance for headteachers and school staff

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/488034/Behaviour_and_Discipline_in_Schools_-_A_guide_for_headteachers_and_School_Staff.pdf

Appendix 3

Searching and confiscation

The Headteacher, Deputy Headteacher and two senior members of staff have a statutory power to search pupils or their possessions, without consent, where they suspect the pupil has certain prohibited items. The items that can be searched for under this power are knives or weapons, alcohol, illegal drugs and stolen items. School staff can seize any banned or prohibited item found as a result of a search or is considered to be harmful or detrimental to school discipline.

Searching with consent

Schools' common law powers to search:

School staff can search pupils **with their consent** for any item which is banned by the school rules.

1. The school does not need to have formal written consent from the pupil for this sort of search - it is enough for the teacher to ask the pupil to turn out his or her pockets or if the teacher can look in the pupil's bag and for the pupil to agree.
2. Items which are banned in school include, mobile phones, electronic games or devices, any item which could be used as a weapon, matches, any form of drugs (including medicines, which have not been prescribed and a medical form completed), knives, firearms, sprays, alcohol or stolen items.
3. If a member of staff suspects a pupil has a banned item in his/her possession, they can instruct the pupil to turn out his or her pockets or bag and if the pupil refuses, the teacher can apply an appropriate punishment as set out in the school's behaviour policy.
4. A pupil refusing to co-operate with such a search raises the same kind of issues as where a pupil refuses to stay in a detention or refuses to stop any other unacceptable behaviour when instructed by a member of staff - in such circumstances, schools can apply an appropriate disciplinary penalty.

Searching without consent

What the law says:

What can be searched for?

1. Knives or weapons, alcohol, illegal drugs and stolen items (referred to in the legislation as 'prohibited items').

Can I search?

2. Yes, if you are the Headteacher, Deputy headteacher or a senior member of staff. But:
 - a. you must be the same sex as the pupil being searched; and
 - b. there must be a witness (also a staff member) and, if at all possible, they should be the same gender as the pupil being searched.

It should be noted that on occasions where a member of staff of the same sex as the pupil to be searched is not available, we would contact parents before the search is carried out.

When can I search?

3. If you have reasonable grounds for suspecting that a pupil is in possession of a prohibited item.

Authorising members of staff

The Headteacher, Deputy Headteacher and Senior members of Staff are authorised to use these powers.

1. Teachers can only request a senior member of staff to undertake a search without consent if they have reasonable grounds for suspecting that a pupil may have in his or her possession a prohibited item. The teacher must decide in each particular case what constitutes reasonable grounds for suspicion. For example, they may have heard other pupils talking about the item or they might notice a pupil behaving in a way that causes them to be suspicious.
2. The powers allow school staff to search regardless of whether the pupil is found after the search to have that item. This includes circumstances where staff suspect a pupil of having items such as illegal drugs or stolen property which are later found not to be illegal or stolen.

Location of a search

1. Searches without consent can only be carried out on the school premises or, if elsewhere, where the member of staff has lawful control or charge of the pupil.
2. The powers only apply in England.

During the search

Extent of the search – clothes, possessions and trays

What the law says:

The person conducting the search may not require the pupil to remove any clothing other than outer clothing. '**Outer clothing**' means clothing that is not worn next to the skin or immediately over a garment that is being worn as underwear but 'outer clothing' includes hats; shoes; boots; gloves and scarves.

'**Possessions**' means any goods over which the pupil has or appears to have control – this includes trays and bags. A pupil's possessions can only be searched in the presence of the pupil and another member of staff. The power to search without consent enables a personal search, involving removal of outer clothing and searching of pockets.

Trays

Under common law powers, schools are able to search trays for any item provided the pupil agrees. Pupils will have a tray on condition that they consent to have it searched for any item whether or not the pupil is present.

If a pupil does not consent to a search then it is possible to conduct a search without consent but only for the "prohibited items" listed above.

Use of force

Reasonable force may be used by the person conducting the search (see appendix 3).

After the search

The power to seize and confiscate items - general

What the law allows:

Schools' general power to discipline, as set out in Section 91 of the Education and Inspections Act 2006, enables a member of staff to confiscate, retain or dispose of a pupil's property as a disciplinary penalty, where reasonable to do so.

1. The member of staff can use their discretion to confiscate, retain and/or destroy any item found as a result of a 'with consent' search so long as it is reasonable in the circumstances. Where any article is thought to be a weapon it must be passed to the police.

2. Staff have a defence to any complaint or other action brought against them. The law protects members of staff from liability in any proceedings brought against them for any loss of, or damage to, any item they have confiscated, provided they acted lawfully.

Items found as a result of a 'without consent' search

What the law says:

- A person carrying out a search can seize anything they have reasonable grounds for suspecting is a prohibited item (that is a weapon/knife; alcohol; illegal drugs or stolen items) or is evidence in relation to an offence.
- Where a person conducting a search finds **alcohol**, they must retain it for return to the parent.
- Where they find **controlled drugs**, these must be delivered to the police as soon as possible.
- Where they find **other substances** which are not believed to be controlled drugs these can be confiscated where a teacher believes them to be harmful or detrimental to good order and discipline.
- Where they find **stolen items**, these must be delivered to the police or returned to the owner, providing it is safe to do so.
- Any **weapons or items which are evidence of an offence** must be passed to the police as soon as possible.
- It is school policy to always deliver stolen items or controlled drugs to the police. If the owners of the items are known and do not pose a threat to the pupil, these will be returned to the owner.

Telling parents and dealing with complaints

Schools are not required to inform parents before a search takes place or to seek their consent to search their child.

1. There is no legal requirement to make or keep a record of a search, however as good practice the sheet below will be completed whenever a search and/or confiscation has taken place.
2. The school will always inform the individual pupil's parents or guardians where alcohol, illegal drugs or potentially harmful substances are found along with any other banned items which might be found.
3. Complaints about screening or searching will be dealt with through the normal school complaints procedure.

Screening, searching and confiscation government guidance

<http://www.education.gov.uk/schools/pupilsupport/behaviour/f0076897/screening>

Appendix 4

The use of reasonable force

What is reasonable force?

- (i) The term 'reasonable force' covers the broad range of actions used by most teachers at some point in their career that involve a degree of physical contact with pupils.
- (ii) Force is usually used either to control or restrain. This can range from guiding a pupil to safety by the arm through to more extreme circumstances such as breaking up a fight or where a student needs to be restrained to prevent violence or injury.
- (iii) 'Reasonable in the circumstances' means using no more force than is needed.
- (iv) As mentioned above, schools generally use force to control pupils and to restrain them. Control means 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 a classroom.
- (v) Restraint means to hold back physically or to bring a pupil under control. It is typically used in more extreme circumstances, for example when two pupils are fighting and refuse to separate without physical intervention.
- (vi) School staff should always try to avoid acting in a way that might cause injury, but in extreme cases it may not always be possible to avoid injuring the pupil.

2 Who can use reasonable force?

- (i) All members of school staff have a legal power to use reasonable force
- (ii) This power applies to any member of staff at the school. It can also apply to people whom the head teacher has temporarily put in charge of pupils such as unpaid volunteers or parents accompanying students on a school organised visit.

3 When can reasonable force be used?

- (i) Reasonable force can be used to prevent pupils from hurting themselves or others, from damaging property, or from causing disorder.
- (ii) In a school, force is used for two main purposes - to control pupils or to restrain them.
- (iii) The decision on whether or not to physically intervene is down to the professional judgement of the staff member concerned and should always depend on the individual circumstances.
- (iv) The following list is not exhaustive but provides some examples of situations where reasonable force can and cannot be used.

Schools can use reasonable force to:

- remove disruptive children from the classroom where they have refused to follow an instruction to do so;
- prevent a pupil behaving in a way that disrupts a school event or a school trip or visit;
- prevent a pupil leaving the classroom where allowing the pupil to leave would risk their safety or lead to behaviour that disrupts the behaviour of others;
- prevent a pupil from attacking a member of staff or another pupil, or to stop a fight in the playground; and restrain a pupil at risk of harming themselves through physical outbursts.

Schools cannot:

Use force as a punishment - **it is always unlawful to use force as a punishment.**

Using force

A panel of experts identified that certain restraint techniques presented an **unacceptable risk** when used on children and young people. The techniques in question are:

- the 'seated double embrace' which involves two members of staff forcing a person into a sitting position and leaning them forward, while a third monitors breathing;
- the 'double basket-hold' which involves holding a person's arms across their chest; and
- the 'nose distraction technique' which involves a sharp upward jab under the nose.

Staff training

Training is provided for senior staff so that they are able to support staff across the school. A senior member of staff will always support other staff across the school.

Telling parents when force has been used on their child

All incidents of reasonable force are recorded in order to support the child and staff involved. (See sheet below)

- As employers, schools and local authorities have a duty of care towards their employees. It is important that schools provide appropriate pastoral care to any member of staff who is subject to a formal allegation following a use of force incident.

What about other physical contact with pupils?

- It is not illegal to touch a pupil. There are occasions when physical contact, other than reasonable force, with a pupil is proper and necessary.
- Examples of where touching a pupil might be proper or necessary:
 - a. Holding the hand of the child at the front/back of the line when going to assembly or when walking together around the school;
 - b. When comforting a distressed pupil;
 - c. When a pupil is being congratulated or praised;
 - d. To demonstrate how to use a musical instrument;
 - e. To demonstrate exercises or techniques during PE lessons or sports coaching; and
 - f. To give first aid.

For details of what happens if a pupil complains when force is used on them please refer to grievance policy.

Use of reasonable force government guidance

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/444051/Use_of_reasonable_force_advice_Reviewed_July_2015.pdf

Use of restrictive physical interventions government guidance

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/693446/Environments_where_children_can_flourish.pdf



Appendix 5

Name of child:

(Male/Female)

Class:

Where search took place:

Search and confiscation Record

Reason for the search

Names of staff carrying out the search and those staff acting as witness include title 1. 2.

Items found

Other agencies involved - please list with name and title
--

Parents contacted
Date: _____ Time: _____

Sanctions/Next steps

Meeting with parent and child following the incident

Any further intervention or agency involvement required

--

Signed:

Date:

Designation:



Name of child:

(Male/Female)

Class:

Reasonable Force Record

Reason for the use of reasonable force

Names of staff using reasonable force

- 1.
- 2.

Other agencies involved - please list with name and title

Parents contacted

Date:

Time:

Sanctions/Next steps

Meeting with parent and child following the incident

Any further intervention or agency involvement required

Signed:

Date:

Designation: