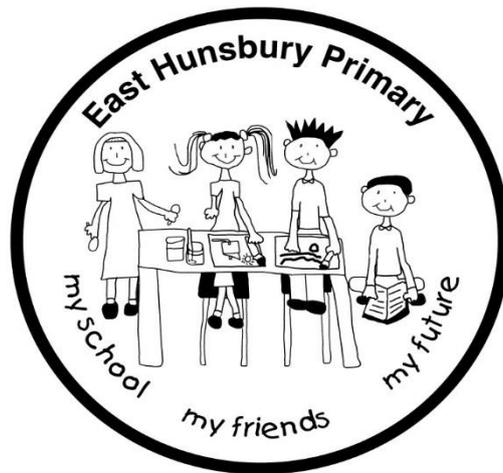


East Hunsbury Primary School



BEHAVIOUR POLICY

Date approved: January 2023
Review Frequency: 2 Years
Review Due: January 2025



Introduction:



We believe...

- Our school should be a stimulating and welcoming community in which all children and adults feel valued, able to contribute and where relationships are based on mutual respect.
- We believe our school community should Be Kind, Work Hard and Believe in themselves and on another.
- Children should be active participants in the learning process and be provided with experiences that maximise their involvement, autonomy and independence.
- We should be an inclusive community where pupils are offered opportunities to grow together, learn together, laugh together and celebrate together.
- We should equip our children with the skills they need to be happy and successful in life, nurturing in them a true and lifelong love of learning.
- We are responsible for the development of the whole child. We recognise differing needs and endeavour to meet these needs, maximising the opportunities for children to explore their physical, social, emotional and intellectual potential.
- We should be a community that respects and celebrates diversity.
- That poor behaviour should not prevent the learning of others

The purpose of our behaviour policy is:

- To help us maintain a consistent approach which supports the values of the school
- To create a positive and orderly atmosphere which supports learning and teaching
- To create a safe, secure environment for children and staff through the clarification of expectations, roles, rights and responsibilities
- To ensure consistent implementation of this policy from all staff especially in the delivery of rewards and consequences
- To ensure that staff, children, parents, governors and visitors to the school have a shared understanding of our practice and procedures with regards to managing behaviour

Rationale:

Every school must have a current and effective Behaviour Policy designed to raise standards of behaviour and conduct across the school community and to help keep everyone safe. The policy will define how the school manages and promotes good behaviour from; children, parents/carers and staff. Its success lies in the ability for adults to deliver behaviour policy and practice that is simple, highly effective and consistent.

The policy is continually reviewed and designed to enhance the development of emotional wellbeing and positive relationships between children, adults, parents/carers and other members of the wider school community. When deemed necessary the policy may be updated.

It reflects current practice within the school and is used to ensure that behaviour and conduct is promoted and managed in a fair and consistent way across the school community.

Aims and expectations:

The Behaviour Policy outlines the school's underlying philosophy and management of behaviour and conduct. It is strongly influenced by Paul Dix (Pivotal Education) writer of When Adults Change Everything Changes. Our policy is built on the Five Pillars of effective behaviour management.

- 1. Consistent, calm adult behaviour**
- 2. First Attention to best conduct**
- 3. Relentless routines**
- 4. Scripting difficult interventions**
- 5. Restorative follow up**

Our policy and practices seek to ensure our pupils are:

- **Ready**
- **Respectful**
- **Safe.**

And support our overarching values of:

- **Be Kind**
- **Work Hard**
- **Believe**

Communicating the Behaviour Policy with Parents/Carers:

Parents/carers play an important part in their child's progress at school. East Hunsbury Primary School respect and value the involvement and support of parents / carers and will endeavour to provide as much information as possible to help them support school and their child. Any parent wishing to see a copy of the behaviour policy during the year can request it from the School Office or access it via the school website. Parents /carers are encouraged to talk to their child about school expectations and their own progress.

Expectations of the school Community

At East Hunsbury Primary School, we believe that all staff and parents have a shared responsibility for managing and promoting good behaviour. Below outlines the school's expectations of each of the key stakeholders.

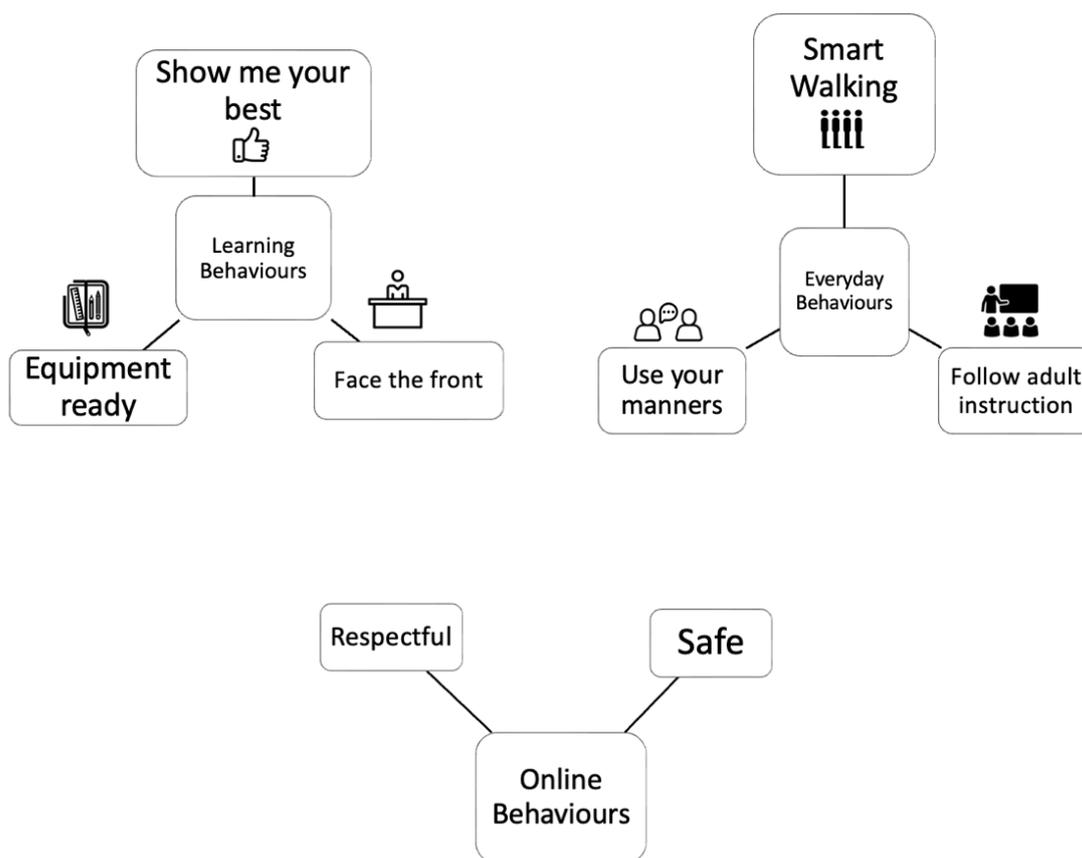
Children are expected to follow our rules of:

- Be Ready to Learn, Respectful and Safe

Uphold our overarching values of:

- Be Kind, Work Hard, Believe

They will demonstrate this through their learning, every day and online behaviours.



Learning Behaviours

1. Show me your best

When children are asked to 'Show their best' this refers to how they sit, stand and interact with the learning in class. We expect children to face the teacher, sit sensibly at their tables and work effectively either independently or as part of a group. We appreciate that all children are unique; therefore, 'Show me **your** best' allows all children to reflect their best at their given attainment.

2. Equipment Ready

This refers to the children having the right equipment for the correct lessons and taking responsibility for organising this. At East Hunsbury, we will always provide children with the necessary stationery, but we do expect children to have the equipment they need for the lesson ready e.g. a white board in phonics, a sharp pencil in a writing lessons or trainers in PE. We also expect that only the equipment needed will be on the table and not additional materials and that children treat the equipment and any resources used respectfully.

3. Face the Front

We expect children to face the direction of the teacher or where the 'direct instruction' is coming from. For example, if the teacher is at the front of the class, the children should be facing them and not having to turn around to see. Similarly, if the teacher is sat on a chair and the children on the carpet, they should also be facing the teacher so that they can focus on the input being given.

Everyday Behaviours

1. Smart Walking

When moving around school, children are expected to walk smartly. This means they:

- Walk in alphabetical order (unless there is a reason that this is not appropriate).
- Do not: Turn, Touch or Talk (the 3 Ts) when walking around school.
- Enter and exit rooms and assemblies silently. When entering after lunch or break they stand behind their chairs and wait to be told to sit down (exceptions will be made for children with SEND or very young children).

2. Use your manners

Children are expected to use their manners. This includes, but is not exhaustive of:

- Saying; "please, thank you, good morning and goodbye."
- Taking turns
- Listening
- Sharing
- Holding doors open
- Eating nicely
- Being courteous to others, the environment and school property/equipment.

3. Follow Adult Instruction

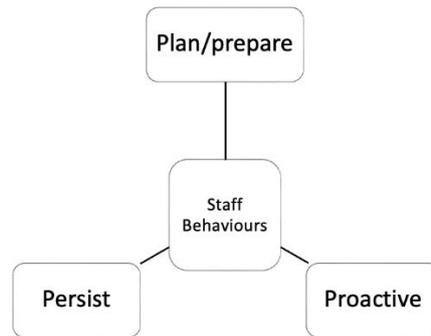
Children are expected to listen and follow adult instruction. This includes, but is not exhaustive of:

- Completing the work set by the teacher to the best of their ability
- Having a go at any work or challenges set
- Following a given rule or instruction by any member of staff
- Follow the school rules of being Ready, Respectful and Safe

Online behaviours

When online, children are expected to be respectful and safe. They must always behave responsibly. This includes when working online in school and outside of school. It is inclusive of mobile, laptop, SMART watches and tablet devices. Children will be taught, through their e-safety lessons, how to stay safe and act respectfully online. Parents will receive regular advice about online safety through our newsletter and the e-safety lead will meet with parents when necessary to advise and support children's online behaviours.

Teaching Staff are expected to:



At East Hunsbury, we believe in persistent consistency. Staff should plan, persist and be proactive with regards to the behaviour that is expected. They should be an excellent role model to others at all times. We also believe in a supportive, collective approach to managing behaviour with a: *Your class is my class* approach.

Staff encourage children to develop self-belief, self-confidence and a positive attitude towards school life. Positive praise, recognition and encouragement will be used to help children develop an ‘I can’ attitude to learning. Staff must treat children with kindness and respect.

Plan/Prepare	Persist	Proactive
<ul style="list-style-type: none"> • Be bothered about the behaviour in your classroom and take responsibility for planning for its success. • Get to know your children and build positive relationships with them. • Consider classroom layout and access to resources to minimise behaviour issues. • Plan into your timetable regular opportunities to teach children the behaviour rules and expectations and their right to learn • Plan how you will ensure the meet and greet always happens. • Keep classrooms tidy and well organised • Help children to understand and manage their feelings/behaviour. Explicitly teach strategies that will help them manage their 	<ul style="list-style-type: none"> • Be bothered all the time. • Ensure all adults working with your class know, understand and execute the behaviour expectations. • Contribute to developing an ethos of mutual respect between all members of the school community • Sweat the small stuff – never let it slide. • Address any incidents calmly and promptly • Adopt a: ‘Your class is my class’ approach. Intervene if you see behaviours that do not meet the school expectations or behaviour policy. 	<ul style="list-style-type: none"> • Be a positive role model for all children and families. • Be present for children e.g. meet and greet every morning on the classroom door. • Frequently frontload expectations • Use ‘explanatory praise*’ to make compliance visible and normalised. • Be calm, consistent and fair • Recognise over and above

<p>behaviour successfully through SMILE and PSCHE. Seek support and take responsibility when necessary.</p> <ul style="list-style-type: none"> • Be familiar with the behaviour policy and your role within it. 		
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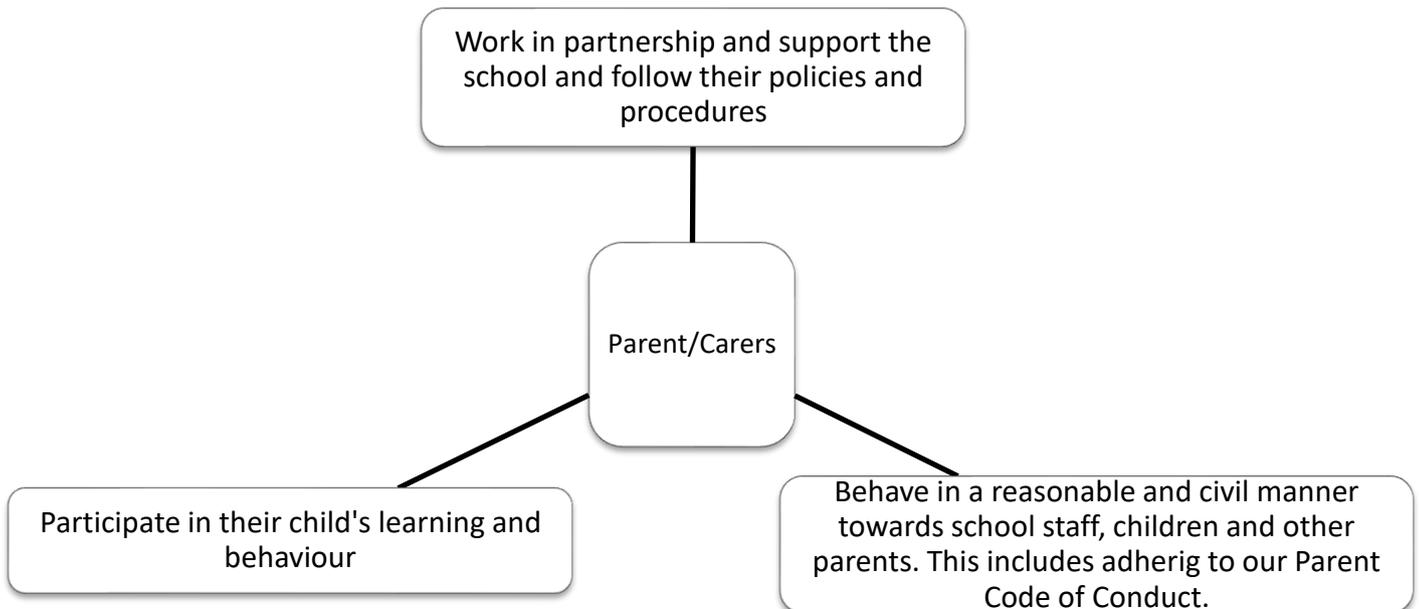
*explanatory praise: reinforce the expectations by clearly describing the desired behaviour in the praise.

Leaders are expected to:

Leaders must model by example and as such they make a pledge to all staff to:

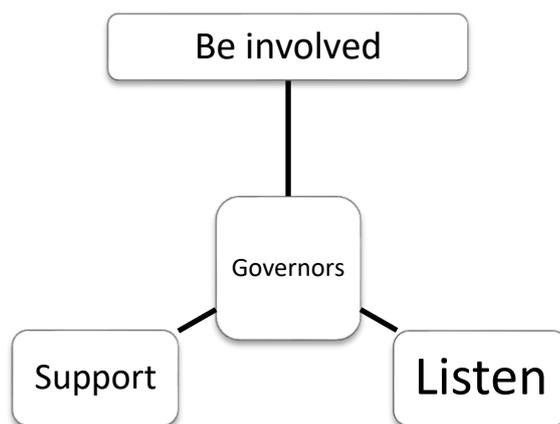
- Train
- Support
- Lead

Parents / Carers are expected to:



When a family joins East Hunsbury Primary School, they will be expected to sign a Home-School agreement which further outlines their roles and responsibility in enforcing the correct behaviours expected. Parents / carers should take responsibility for their child’s online behaviour when not in school. Any issues should be raised directly with the staff and not put online. Parents / Carers are expected to behave in a reasonable and civil manner to all staff, children and parents both in person, through written communication and via social media.

Governors are expected to:



- Be **involved** in establishing guidelines on expected standards of behaviour and regularly review the effectiveness of the behaviour policy.
- **Support** the Headteacher in implementing and embedding the policy.
- **Listen** and respond to the views of children, parents/carers and staff.

Classroom Management:

Class Teachers and support staff should adopt a calm, sensitive and fair approach to behaviour management in the classroom. They must follow the policy and place the child at the centre of decision making.

Approaches to ensure that behaviour is managed and follow our rules and values consistently include:

Our Rules and values	Visible consistencies	Recognition of over and above
Be Ready Be Respectful Be Safe Be Kind Work Hard Believe	<ol style="list-style-type: none"> Daily meet and greet where the class teacher meets the children on the door every morning Persistently catching children doing the right thing All staff picking up on children who are failing to meet behaviour expectations Consistent language Smart walking Restorative conversations Set out the classroom with behaviour management in mind Be there to receive the pupils when they enter the school and class 	<ol style="list-style-type: none"> 100 class-square Raffle tickets and picky pot House points linked to values (eventually). Phone call from the teacher Golden Letter from the Headteacher Special visit to see the Headteacher Lunch with the Senior Leadership Team Positive recognition day

	<p>9. Making sure all adults in the room know how to respond sensitively to pupils with special needs or behavioural difficulties</p> <p>10. Ensure children receive a sanction when behaviour is unacceptable</p> <p>11. Use agreed systems and relentless routines which will encourage good conduct and behaviour</p>	
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Rewards:

The emphasis of the school policy is on **REWARD** and **PRAISE**, which will be given whenever possible for both learning and behaviour. All staff will recognise and celebrate positive learning and behaviour at all times. Praise & rewards may be given for good work, attitude, effort and behaviour both in class, break and lunch time.

Consequences:

Consequences will be applied fairly and explained carefully and thoroughly to the child. The consequence a child receives will be dependent on the type of behaviour that they display. Class Teachers and Support Staff use a stepped approach to managing behaviour and issuing consequences. This allows children to recognise the next consequence and hopefully, make a choice to correct and improve their behaviour.

Levels and Consequences of Behaviour

It is important to note that every behaviour will be considered in the context in which happened and with the child at the centre. Every situation and circumstance will be different and teachers / leaders must use their professional discretion and expertise to categorise the level of behaviour.

Our behaviour policy and consequences will be enforced when children are:

- at school,
- walking to and from school,
- in school uniform and
- on a school trip or
- acting in a way that could bring the school into disrepute
- online, when appropriate

Behaviour Levels, Types and Consequences

LEVEL

TYPE

CONSEQUENCE

1

LOW LEVEL DISRUPTS LEARNING

- Not being ready,
- Respectful or safe.
- Not upholding our school values of being kind or working hard
- Calling out
- Not following adult instruction
- Not being ready when asked or needed
- Chatting or distracting others
- Being unkind or rude.
- Playfighting
- Behaviour that prevents the learning of others or the individual child.

1 – Reminder / correction

Continuation of low-level behaviour(s)

2. Move to a place in the classroom & receive a 2-min restorative conversation during next break/lunch. Return to original place after break.

Continuation of low-level behaviour(s)

3. Move permanently to a new place & receive a 5 min restorative conversation during break/lunch. Guardians informed by teacher and phase leader informed.

2

CONSISTENT OR SIGNIFICANT DISRUPTION

Either consistent low-level disruption

or a one-off incident of more significance.

- Behaviour that disrupts learning for others
- Reaching stage 3 of the stepped low-level consequence at least **3 times in 2 weeks.**

Examples of one-off incidents that would result in stage 3 of the stepped consequences being met.

- Playground arguments
- Lying
- Defiant / non-compliant behaviour – refusing to work.
- Verbal or physical rudeness or actions to adults or children
- Purposefully causing harm to others e.g. pinching, scratching, tripping up.
- Homophobic behaviours or those that challenge protected characteristics
- Words, signs or actions which challenge our values, culture and ethos.
- Swearing
- Damaging property through carelessness or thoughtlessness.
- Being unkind to another.
- Unsafe play e.g. playfighting that leads to rough play or dangerous, intentional tackles in football.

Class teacher will organise a meeting or phone call with parents / carer.

The SENCO/Inclusion leader, phase leader and, if appropriate, BSA or FSW maybe invited.

Level 2 behaviours may result in:
Pastoral programme considered / implemented.
Internal exclusion.

3

EXTREME

Consistent significant disruption or unsafe behaviour

Behaviour that breaks our rules, does not uphold our school values or could bring the school into disrepute.

- Bullying which may include child on child abuse and cyber bullying
- Damage to property
- Physical assault and/or purposefully causing harm to others e.g., kicking, biting, hitting/punching, pushing over, tripping up (*this list is not exhaustive and it will be to the Senior Leader's discretion whether the physical harm caused is deemed as a Level 1 or Level 2 behaviour*).
- Theft
- Spitting
- Inappropriate online activity, this can include child on child abuse and inciting hate or harm against others
- Lying with an intent to get others in trouble or conceal important information.
- Inappropriate use of a mobile phone e.g. filming/recording staff or children, intentionally not handing it in to the class teacher / sending inappropriate messages or images
- Verbal/racist abuse
- Swearing
- Homophobic behaviours or those that challenge protected characteristics

Headteacher, SENCO & phase leader will be directly involved.

Level 3 behaviours may result in:

- A longer length internal exclusion
- Suspension
- Reduced timetable
- Alternative, off site provision
- PSCO involvement
- Managed Move
- Permanent exclusion

If not already in place:

- Behaviour contract
- Pastoral Support Programme



Level of Behaviour	Definition	How is this dealt with?
Level 1: Low level	Low level disruption in classroom or around school.	Through the stepped consequences of low-level behaviour as outlined below. If Stage 3 is reached, then phase leaders would be informed.
Examples of Level 1 behaviours	<ul style="list-style-type: none"> Not being ready, respectful or safe. Not upholding our school values of being kind or working hard and Calling out Not following adult instruction Not being ready when asked or needed Chatting or distracting others Being unkind or rude. Playfighting Behaviour that prevents the learning of others or the individual child. 	
Level 2: Consistent / Significant disruption	Either consistent low-level disruption	Class teacher will organise a meeting with parents/carers. The SENCO/Inclusion leader, phase leader and if appropriate BSA or FSW may also be invited. As a result of the meeting a behaviour contract or pastoral programme may be required. In some circumstances a child might receive an internal exclusion.
	or a one-off incident of more significance.	
Examples of Level 2 behaviours	<ul style="list-style-type: none"> Behaviour that disrupts learning for others Reaching stage 3 of the stepped low-level consequence at least 3 times in 2 weeks. Examples of one-off incidents that would result in stage 3 of the stepped consequences being met. <ul style="list-style-type: none"> Playground arguments Lying Defiant / non-compliant behaviour – refusing to work Verbal or physical rudeness or actions to adults or children Purposefully causing harm to others e.g. pinching, scratching, tripping up. Homophobic behaviours or those that challenge protected characteristics Words, signs or actions which challenge our values, culture and ethos. Damaging property through carelessness or thoughtlessness. Being unkind to another. Unsafe play e.g. playfighting that leads to rough play or dangerous, intentional tackles in football. 	
Level 3: Extreme	Consistent significant disruption or unsafe behaviour. Behavior that breaks our ready, respectful and safe rules.	Occasionally, behaviour may escalate to Level 3. At this stage, the Headteacher and/or SENCO and phase leader will be directly involved and will manage the situation and outcome. Level 3 behaviours may result in: <ol style="list-style-type: none"> 1) Internal exclusion 2) Suspension 3) Reduced timetable being put in place

	Behaviour that does not uphold our school values of: <i>Be Kind, Work Hard, Believe.</i>	4) Alternative, off-site provision sources 5) PSCO may be called to speak to the child. 6) Managed Move 7) Permanent exclusion The child receiving a behaviour contract and / or being placed on a pastoral support programme.
Examples of Level 3 behaviours	<ul style="list-style-type: none"> ● Bullying which may include child on child abuse and cyber bullying ● Damage to property ● Physical assault and/or purposefully causing harm to others e.g. kicking, hitting/punching, pushing over, tripping up (<i>this list is not exhaustive, and it will be to the Senior Leader's discretion whether the physical harm caused is deemed as a Level 1 or Level 2 behaviour</i>). ● Theft ● Spitting ● Inappropriate online activity, this can include child on child abuse and inciting hate or harm against others ● Lying with an intent to get others in trouble or conceal important information. ● Inappropriate use of a mobile phone e.g. filming/recording staff or children, intentionally not handing it in to the class teacher / sending inappropriate messages or images ● Verbal/racist abuse ● Homophobic behaviours or those that challenge protected characteristics ● Intentional rude behaviour ● Use of explicit language eg: swearing ● Inappropriate sexualised behaviour – this can include use of language, gestures, via social media. ● Drug and alcohol related behaviour ● Absconding from the premises ● Threatening (including passive aggressive) behaviour ● Behaviour that could bring the school into disrepute (this can include behaviour outside of school hours) ● Bringing inappropriate items onto the school site. 	

If the behaviours happen during lunch time, then the restorative conversation and phone calls will be done by the class teacher. Lunchtime supervisors have a responsibility to inform the class teacher of any behaviour that does not meet school expectations.

If a child needs to catch-up or finish work, then this will be done during lunchtime but they should not miss any more than 10 minutes. Each new day will be a fresh start for a child.

If a child reaches Stage 3, three times in two weeks then the class teacher will organise a meeting with the parents and invite the phase leader, and if appropriate, the SENCO / Inclusion leader should also attend. An outcome of this meeting might be to put in place a behaviour contract or pastoral support programme.

Scripted Language

At all times adults are expected to remain calm and use scripted language:

I've noticed that... Be that as it may ... You need to ... You know the school expectations to be ready, respectful, safe. Can you remember when I phoned home when you...and how that made you feel? I expect you to...Thank you for listening.

Supporting Children with Additional/Special Educational Needs:

We recognise that behaviour can be affected by circumstances both at home and school, and that for some children, managing their feelings, behaviour and making good choices can be very difficult. We have high expectations of all our children and will ensure that those children who may need additional help to manage their behaviour are given appropriate support. With that support, children are expected to achieve the school's behavioural expectations

Staff will work with children to overcome problems, this may include:

- Discussion with the child about their behaviours
- Continued involvement from and liaison with parents
- Close liaison with the Behaviour Support Assistant/Nurture Worker/Learning Mentor/Assistant Headteacher/ Headteacher
- Work differentiated to match the child's needs
- Providing additional support as suggested by the SENCO
- Involving external agencies
- Implementation of an individual behaviour plan
- Exploring options for alternative provision (dependent upon criteria, availability etc.)
- Attendance at lunchtime club with clear entry and exit strategies

Pastoral Support Programme (PSP):

As a school, it is important for us to ensure that we try to address the root causes of behaviours and this might mean that a child is put on a Pastoral Support Programme for a given period. A PSP seeks to work with the children by providing specific interventions to help address the poor behaviour. Often, in-school assessments or observations will take place to accurately identify need and it is likely our BSA (Behaviour Support Assistant) will also be actively involved. School will endeavour to involve parents/carers in any decisions and actions taken. On occasions, families may be offered support through external programmes, meetings with school or the Family Support Worker or, sometimes an Early Help Assessment (EHA) may be required. A PSP is designed to be an important step in identifying and addressing the child's behaviours. It may also be in place alongside an Individual Behaviour Plan/Contract. It will be up to the school to decide when a PSP is required.

Refer to Appendix 1.

Individual Behaviour Plan/Contract (IBP):

A child experiencing ongoing problems will need further support through an IBP, which will detail individual and appropriate rewards or consequences based on agreed targets and support strategies. This plan may run alongside a PSP or be implemented on its own, depending on the circumstances and child involved.

IBP's will be established in consultation with the pupil, parents/carers and school staff (Senco/Class Teacher). Plans will be implemented by the class teacher in conjunction with support staff and senior management.

An IBP will be established if a pupil has shown persistent problematic or significant behaviour/s that are affecting his/her learning, other children's learning or the safety & wellbeing of themselves/other children/staff/visitors.

The following actions may be taken to implement further support:

- Meeting with parents/carers, child, teacher
- Behaviour observation or assessment to identify problems and set targets
- Development of an IBP with support strategies including rewards and consequences
- Referral to outside agencies
- EHA suggested

Other agencies may become involved if the behaviour continues or is extreme in order to make an exclusion a last resort.

Emergency Behaviour Plan (EBP)

An EBP is a school based and co-ordinated intervention to support individual children to improve their social, emotional and behavioural skills. An EBP will be needed for children whose behaviour is deteriorating rapidly or for a pupil identified as at risk of exclusion.

An EBP is a preventative measure which will outline areas of concern and roles and responsibilities of the pupil, parents/carers and school. Although school will make the overall decision about the EBP's content and interventions required, it will be discussed and established in consultation with school staff, parents, pupil and outside agencies.

Usually, an EBP will be set up for a child who has had 2 periods of exclusions within the current school year or is at risk of permanent exclusion due to their behaviours. It will be up to the staff's discretion when an EBP will be required.

Part of the EBP might be to introduce a part-time timetable or provide a fixed term of alternative provision.

Wellbeing Team:

The school has a wellbeing team who work together to ensure the social and emotional needs of the pupils are being met.

The team is made up of:

- SU Lead / SENCO / DSL
- Whole School SENCO
- Behaviour Support Assistant (BSA)
- Family Support Worker

Attendance:

Punctuality and good attendance, particularly the prevention of unauthorised attendance, is an integral part of our school policy on behaviour. Encouragement to attend school regularly emphasises the importance of school and education. Parents will be reminded of their responsibilities for attendance and punctuality, when necessary, throughout the year. Attendance is monitored regularly through the Safeguarding team.

Bullying:

Bullying is a particular behaviour by which one or more persons has power over another, causing them harm, either physically or emotionally. Incidents of bullying will be dealt with very seriously, in accordance with the school's Anti-Bullying Policy.

Racial or Prejudiced-based Harassment:

All incidents relating to racial discrimination or harassment will be taken seriously. It will be made clear to children that such practices are unacceptable and will not be tolerated. Respect for others is taught and encouraged across school through assemblies, PSHE and activities in the classroom and on the playground. Any incidents must be reported to the Local Authority, following the Local Authority reporting procedures.

Child on Child Abuse:

All staff are aware that safeguarding issues can manifest themselves via child-on-child abuse. This is most likely to include, but may not be limited to:

- Bullying (including cyberbullying);
- Physical abuse such as hitting/slapping kicking, shaking, biting, hair pulling, scratching or otherwise causing physical harm;
- Sexual violence and sexual harassment;
- Sexting (also known as youth-produced sexual imagery); and
- Initiation/hazing type violence and rituals.

Any incidents of abuse by children or young people should be taken as seriously as abuse perpetrated by an

adult and reported to the designated safeguarding lead or other nominated designated safeguarding staff immediately.

Screening and Searching:

Children are prohibited from bringing dangerous or offensive items onto the school grounds. This includes, but is not exhaustive of:

- Illegal drugs
- Alcohol
- Dangerous substances including aerosols
- Weapons and sharp objects
- Mobile phone
- Stolen items
- Tobacco and cigarette papers
- Fireworks
- Any other item that could harm others physically or emotionally

East Hunsbury Primary School will follow the advice and recommendations set out in the DfE Searching, Screening and Confiscation Advice document – link below:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1091132/Searching_Screening_and_Confiscation_guidance_July_2022.pdf

Use of Physical Intervention and Use of Reasonable Force:

At East Hunsbury Primary School, we believe that children need to be safe, know how to behave, and know that the adults around them can always manage them safely and confidently. For a very small number of children, the use of physical intervention may be needed to help them if they have become overly physical, aggressive, violent or unsafe. Staff who may be called upon if needed, have undertaken the necessary physical intervention training. All incidents of physical restraint are recorded.

All school staff have the right to intervene:

- To protect the pupil from harm
- If the behaviour of a pupil puts the safety of others at risk
- To prevent a pupil from absconding
- To prevent disorder
- To prevent damage to property

Physical intervention may form part of a child's Individual Behaviour Plan if they display aggressive or challenging behaviours. Such plans will be discussed and agreed in consultation with the parents/carers, child and school staff. Positive handling and physical intervention are carried out in-line with the school Positive Handling policy. East Hunsbury Primary School will be guided by the advice laid out in the DfE's document – Use of Reasonable Force Advice – link found below:

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

Allegations:

Any allegation of misconduct against a member of staff will be taken seriously and referred to the Headteacher or Lead DSL. Pastoral support will be offered to any individual against whom an allegation is made. The matter is kept strictly confidential. If the allegation is against the Headteacher, the Chair of Governors will be responsible for investigating the matter and referring it further if necessary. In the event of an allegation proving unfounded or malicious conduct, the matter will be referred to the Governors Discipline Committee for action. Staff are advised to familiarise themselves with the Government guidance on Safer Working Practice to minimise the risk of allegations being made. Knowingly false or malicious accusations made against staff by pupils or parents will be taken very seriously and considered within the remit of this policy.

Exclusion and Suspension:

In most cases, suspension or permanent exclusion will be the last resort after a range of measures have been tried to improve the pupil's behaviour. A decision to suspend a child for a fixed period may be taken in response to breaches of the school's behaviour policy, including persistent disruptive or non-compliant behaviour. If this occurs, parents 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 and suspensions can only be imposed by the Headteacher, or in their absence a designated representative, normally an Assistant Headteacher. When establishing the facts in relation to a suspension or permanent exclusion decision, the headteacher/leader must apply the civil standard of proof, i.e., 'on the balance of probabilities' it is more likely than not that a fact is true, rather than the criminal standard of 'beyond reasonable doubt.' This means that the headteacher will accept that something happened if it is more likely that it happened than that it did not happen. ([DfE Suspension and Permanent Exclusions](#)).

Exclusion/suspension of any pupil is a serious matter. Each case will be considered individually and a decision regarding the type and duration of an exclusion will be made based on the incident and the history of the individual child. Governors are informed of any exclusions that have taken place.

There are 3 different types of exclusions. The type of exclusion imposed will be considered depending on the circumstances and severity of the behaviour.

- **Internal suspension:** this can be considered for any pupil in breach of school rules. Internal exclusion may form part of a Pastoral Support Plan or Individual Behaviour Plan, as an identified and agreed consequence. Internal exclusion may also be issued for isolated incidents, including: bullying, racism, rudeness, aggressive/violent behaviour, non-compliance to adult instructions and running off-site. This may include time in another NPAT school if several instances of internal exclusion have not resulted in a change of behaviour.
- **Suspension:** may last between 1 and 5 days and can be issued for bullying, racism, aggressive/violent behaviour and non-compliance to adult instructions. The pupil will not be allowed into

school and will remain the responsibility of the parent/carer. The school will provide work and it is the parent's responsibility to ensure the child completes the work and returns it to the school for marking. It is the parent responsibility to ensure their child is not out in public places during their exclusion, (NB parents can be fined if their child is found in a public place during an exclusion). The exclusion will be recorded on the children's file. A pupil may be suspended for one or more fixed periods (up to a maximum of 45 school days in a single academic year), or permanently excluded.

Exclusions lasting for 6 days or more, East Hunsbury Primary School will endeavor to arrange temporary alternative arrangements for schooling of your child.

- **Permanent exclusion:** The decision to permanently exclude a pupil is a serious one and will 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 such as staff or pupils in the school.

For any permanent exclusion, the headteacher will take reasonable steps to ensure that work is set and marked for pupils during the first five school days where the pupil will not be attending alternative provision. Any appropriate referrals to support services or notifying key workers (such as a pupil's social worker) will also be considered.

The Headteacher will use their professional judgement and discretion when issuing a suspension or Permanent exclusion. The reasons below are examples of the types of circumstances that may warrant a suspension or permanent exclusion.

- Physical assault against a pupil
- Physical assault against an adult
- Verbal abuse or threatening behaviour against a pupil
- Verbal abuse or threatening behaviour against an adult
- Use, or threat of use, of an offensive weapon or prohibited item that has been prohibited by a school's behaviour policy
- Bullying
- Racist abuse
- Bringing drugs/weapons/inappropriate objects into school
- Inciting hate, harm or unkindness against others
- Abuse against sexual orientation or gender reassignment
- Abuse relating to disability

The above can occur in school, online or outside of the school gates. Any behaviour that could bring the school into disrepute or that challenges the school's values and rules will be considered for a suspension or permanent exclusion.

A permanent exclusion will be considered in extreme circumstances or if all other strategies and alternative measures have been exhausted. This is seen as a last resort.

Behaviour outside the school gates:

Children are expected to uphold the reputation of the school whenever they are out of school, where they are taking part in;

- an organised school trip or school related activity
- travelling to/from school
- wearing school uniform
- engaging with others online

Children may be subject to school consequences if their behaviour is hurtful or damaging to others (parents, staff, children or members of the public), affects the orderly running of the school, or brings the school into disrepute. This includes any behaviour online.

Whilst East Hunsbury Primary School cannot be responsible for pupil behaviour when they are out of school, we will endeavour to investigate any incident which is reported to the school and will talk to parents/carers about their responsibility for their child's behaviour. When necessary, the school's behaviour policy will be applied to events outside of school hours / gates. The school will always cooperate with the Police in any investigation of incidents which are thought to involve children from East Hunsbury Primary School.

Monitoring and Review of Behaviour Management:

The success of the school's Behaviour Policy and provision is evaluated through school self-evaluation and reporting activities such as:

- Monitoring of classroom practice by the Leadership Team (including the Headteacher)
- Analysis of tracking data for individual children and for groups (class and individual logs)
- Weekly Safeguarding meetings
- Parental surveys
- Pupil voice

Success Criteria:

We know that this policy is effective, consistently applied and embedded in practice across school, when:

- All children, staff and visitors feel safe and welcomed in school
- All children, staff, parents/carers and all associated adults know and understand the school Rules and adhere to them
- Expectations and standards of behaviour are consistently high
- Teaching staff feel confident and well supported by the Leadership Team in managing children's learning, behaviour and social development
- Parents feel that the school deals effectively with unacceptable behaviour
- Governors are confident that behaviour is well managed in the school and that the ethos is one which promotes a positive approach
- Visitors are made to feel welcome by children and staff

Policies/procedures linked with this policy include:

Anti-Bullying Policy	Procedures for Allegations of Abuse Against Teachers and other Staff
Positive Handling and Physical Restraint Policy	Complaints Procedure (responding to parent's concerns)
Mobile Phone Policy	
Child Protection & Safeguarding Policy	Home / School Agreement
PSHE Policy	Online policy
Walking Home Policy	Mobile Phone Policy

Appendix 1

Supporting Behaviour and Personal Social and Emotional Development at EHPS. Activities that might be included on a Pastoral Support Programme.

Emotional Wellbeing at East Hunsbury Primary School

At East Hunsbury Primary School, we want all pupils to experience success and achieve their potential in a caring, inclusive community. A community, in which, everyone feels confident, valued and able to contribute. A community, in which, diversity is embraced and celebrated. A community, in which, we can all learn, laugh and celebrate together. To help our pupils to achieve their full potential we value well-being and promote it in a variety of ways.

Our Wellbeing Team

Our school employs one lead Behaviour Support Assistant, a Higher-Level Teaching Assistant who supports the Rainbow Room and Specialist Interventions relating to Social, Emotional and Behavioural Difficulties, a Forest School Leader who supports Social, Emotional learning outdoors and a Family Worker who supports children with friendship problems, difficult home circumstances, bereavement, divorce or upset. The work of these Specialist Teachers and Assistants are supervised by our SENCOs.

The Specialist Unit

Our Specialist Unit caters for 47 pupils who all have Severe Learning Difficulties, Complex Needs and require high levels of support and personal care. The children are in 6 classes and each class links with a year group for planned inclusion in the mainstream school. Although the children in our Specialist Unit follow the National Curriculum it is taught and experienced very differently to make it accessible and meaningful. In addition, to support communication, visual symbols, schedules, sign language and communication aids are highly featured in teaching and learning. The entire School uses Makaton Sign Language to assist inclusion.

Our Rainbow Room

Small groups of children work closely with our Higher-Level Teaching Assistant focusing on aspects of social and emotional development. This is delivered through a variety of different means including talking, sharing stories, role-play, puppet work and drama.



Drawing and Talking

Selected groups of children from across the school take part in Drawing and Talking sessions. Drawing and talking is a safe, easy to learn method of working with children to help with underlying emotional difficulties that may be affecting their learning and behaviour. The core of the method is encouraging the children to draw with a person they feel comfortable with regularly at the same time each week, and this person asking some non-intrusive questions about the child's drawings. Over time, a symbolic

resolution is found to old conflicts, old trauma is healed and the child becomes more able to control their behaviour and better able to access the curriculum.

LEGO Therapy

Selected groups of children take part in LEGO therapy. LEGO therapy aims to develop social competence through the development of social skills. It provides opportunities for children to practice skills for turn-taking, listening, sharing ideas, communication, compromise, problem solving and shared attention.

LEGO based therapy encourages children to interact with each other through collaborative play. The shared focus on building enables children to learn and practice social skills and emotional regulation within a social environment they feel comfortable in.



Forest Schools

Forest School is a key part of the curriculum at East Hunsbury Primary. Forest school grew from a Scandinavian tradition of being close to nature. Forest school children are given regular opportunities to develop confidence and independence without the pressures of academic achievement. Learning is child led and hands on, giving choices, ownership and responsibility. The children are valued and recognised, increasing motivation, enjoyment and participation.

Evidence shows that experiences at forest school have an impact on social and emotional development that will ripple into school and home life. Learning outside the classroom in this way contributes to raising standards in learning whilst developing the whole child.

Relax Kids

Children from across our school take part in small group Relax Kids sessions. Relax Kids use a unique combination of mindful games, storytelling with exercises, stretching, breathing, massage as well as positive affirmations, visualisations, mindfulness and relaxations. The program allows children to have fun but also learn vital skills that will help them for years to come

SMILE Project: Through PSCHÉ Circle Time

Participating in the EU SMILE Project as the United Kingdom school has brought renewed energy and excitement to our Personal, Social and Emotional curriculum. The SMILE project began in selected classes but has now been introduced across the entire school. Everyone wants to join in the fun. SMILE themes are taught in whole class lessons, "Circle Time" discussions and small groups.



Emotional Barometers and Calm Corners feature highly throughout the school. Peacemakers, some of our older pupils have been trained to help pupils resolve their problems at playtime

Lunchtime - Playground and Reflection Room

SMILE has given us the opportunity to make the most of social times to make our playtimes more positive experiences. Children have been recruited and trained to support lunchtime play. The playground is clearly zoned with lots of choice for the children (see the notice board display). Activities are coordinated by a Teaching Assistant and zone activities are supported by our Young Sports Leaders. It helps the children have successful social times, take turns, play nicely, and children from our Specialist Unit can join in too.

Some children still find social times difficult; our Behaviour Support Assistant supervises a Reflection Room that children can go to if they are finding things “tricky”. Some children attend the reflection room to learn to play in a supported environment with children across the school supported by the Reflection Room monitors.