



# BEHAVIOUR POLICY

MURRAY PARK SCHOOL

<b>Title of Policy</b>	<b>Behaviour Policy</b>
<b>Date of adoption</b>	<b>Spring 2026</b>
<b>Originator</b>	<b>Rebecca Somes</b>
<b>Date of review</b>	<b>Spring 2027</b>
<b>Additional information</b>	

# CONTENTS

1. Aims .....	2
2. Legislation, statutory requirements and statutory guidance.....	2
3. Definitions.....	3
4. Bullying .....	4
5. Roles and responsibilities .....	4
6. School behaviour curriculum.....	6
7. Responding to behaviour .....	7
8. Serious sanctions .....	15
9. Responding to misbehaviour from pupils with SEND.....	17
10. Supporting pupils following a sanction.....	18
12. Training.....	18
13. Monitoring arrangements .....	18
14. Links with other policies .....	19

---

## 1. AIMS

This policy aims to:

- Create a positive culture that promotes excellent behaviour, ensuring that all pupils have the opportunity to learn in a calm, safe and supportive environment.
- Establish a whole-school approach to maintaining high standards of behaviour that reflect the values of the school.
- Outline the expectations and consequences of behaviour.
- Provide a consistent approach to behaviour management that is applied equally to all pupils.
- Define what we consider to be unacceptable behaviour, including bullying and discrimination.

## 2. LEGISLATION, STATUTORY REQUIREMENTS AND STATUTORY GUIDANCE

This policy is based on legislation and advice from the Department for Education (DfE) on:

- [Behaviour in schools: advice for headteachers and school staff 2024](#)
- [Searching, screening and confiscation: advice for schools 2022](#)
- [The Equality Act 2010](#)
- [Keeping Children Safe in Education](#)
- [Suspension and permanent exclusion from maintained schools, academies and pupil referral units in England, including pupil movement](#)
- [Use of reasonable force in schools](#)
- [Supporting pupils with medical conditions at school](#)
- [Special Educational Needs and Disability \(SEND\) Code of Practice](#)

- [Sharing nudes and semi-nudes: advice for education settings working with children and young people](#)

In addition, this policy is based on:

- [DfE guidance](#) explaining that maintained schools must publish their behaviour policy online

### 3. DEFINITIONS

**Misbehaviour** is defined as:

- Disruption in lessons, in corridors between lessons, and at break and lunchtimes
- Non-completion of classwork or homework
- Poor attitude
- Incorrect uniform

**Serious misbehaviour** is defined as:

- Repeated breaches of the school rules
- Any form of bullying
- Sexual violence, such as rape, assault by penetration, or sexual assault (intentional sexual touching without consent)
- Sexual harassment, meaning unwanted conduct of a sexual nature, such as:
  - Sexual comments
  - Sexual jokes or taunting
  - Physical behaviour such as interfering with clothes
  - Online sexual harassment, such as unwanted sexual comments and messages (including on social media), sharing of nude or semi-nude images and/or videos (including pseudo-images, which are computer-generated images that otherwise appear to be a photograph or video), or sharing of unwanted explicit content
- Vandalism
- Theft
- Fighting
- Smoking
- Racist, sexist, homophobic or discriminatory behaviour
- Possession of any prohibited/banned items. These are:
  - Knives or weapons
  - Alcohol
  - Illegal drugs
  - Stolen items
  - Tobacco and cigarette papers
  - E-cigarettes or vapes
  - Fireworks
  - Pornographic content

- Any article a staff member reasonably suspects has been, or is likely to be, used to commit an offence, or to cause personal injury to, or damage to the property of, any person (including the pupil)

## 4. BULLYING

**Bullying** is defined as the repetitive, intentional harming of 1 person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying can include:

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Prejudice-based and discriminatory, including: <ul style="list-style-type: none"> <li>• Racial</li> <li>• Faith-based</li> <li>• Gendered (sexist)</li> <li>• Homophobic/biphobic</li> <li>• Transphobic</li> <li>• Disability-based</li> </ul>	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, sharing of nude or semi-nude images and/or videos (including pseudo-images, which are computer-generated images that otherwise appear to be a photograph or video), or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps, gaming sites, devices or via images, audio, video, or written content generated by artificial intelligence (AI)

## 5. ROLES AND RESPONSIBILITIES

### 5.1 The governing board

The governing board is responsible for:

- Reviewing this behaviour policy in conjunction with the headteacher
- Monitoring the policy's effectiveness
- Holding the headteacher to account for its implementation

## 5.2 The headteacher

The headteacher is responsible for:

- Reviewing this policy in conjunction with the governing board
- Approving this policy
- Ensuring that the school environment encourages positive behaviour
- Ensuring that staff deal effectively with poor behaviour
- Monitoring that the policy is implemented by staff consistently with all groups of pupils
- Ensuring that all staff understand the behavioural expectations and the importance of maintaining them
- Providing new staff with a clear induction into the school's behavioural culture to ensure they understand its rules and routines, and how best to support all pupils to participate fully
- Offering appropriate training in behaviour management, and the impact of special educational needs and disabilities (SEND) and mental health needs on behaviour, to any staff who require it, so they can fulfil their duties set out in this policy
- Ensuring this policy works alongside the safeguarding policy to offer pupils both sanctions and support when necessary
- Ensuring that the data from the behaviour log is reviewed regularly, to make sure that no groups of pupils are being disproportionately impacted by this policy (see section 13.1)

## 5.3 Staff

Staff are responsible for:

- Creating a calm and safe environment for pupils
- Establishing and maintaining clear boundaries of acceptable pupil behaviour
- Implementing the behaviour policy consistently
- Communicating the school's expectations, routines, values and standards through teaching behaviour and in every interaction with pupils
- Modelling expected behaviour and positive relationships
- Providing a personalised approach to the specific behavioural needs of particular pupils
- Considering the impact of their own behaviour on the school culture and how they can uphold school rules and expectations
- Recording behaviour incidents promptly
- Challenging pupils to meet the school's expectations

The senior leadership team (SLT) will support staff in responding to behaviour incidents.

## 5.4 Parents and carers

Parents and carers should:

- Understand the school's behaviour policy and reinforce it at home

- Support their child in adhering to the school's behaviour policy
- Inform the school of any changes in circumstances that may affect their child's behaviour
- Discuss any behavioural concerns with the class teacher promptly
- Take part in any pastoral work following misbehaviour (for example, attending reviews of specific behaviour interventions)
- Raise any concerns about the management of behaviour with the school directly, while continuing to work in partnership with the school
- Take part in the life of the school and its culture

The school will endeavour to build a positive relationship with parents and carers by keeping them informed about developments in their child's behaviour and the school's policy, and working in collaboration with them to tackle behavioural issues.

## 5.5 Pupils

Pupils will be made aware of the following during their induction into the behaviour culture:

- The expected standard of behaviour they should be displaying at school
- That they have a duty to follow the behaviour policy
- The school's key rules and routines
- The rewards they can earn for meeting the behaviour standards, and the consequences they will face if they don't meet the standards
- The pastoral support that is available to them to help them meet the behaviour standards

Pupils will be supported to meet the behaviour standards and will be provided with repeated induction sessions wherever appropriate.

Pupils will be supported to develop an understanding of the school's behaviour policy and wider culture.

Pupils will be asked to give feedback on their experience of the behaviour culture to support the evaluation, improvement and implementation of the behaviour policy.

Extra support and induction will be provided for pupils who are mid-phase arrivals.

## 6. SCHOOL BEHAVIOUR CURRICULUM

Pupils are expected to:

- Behave in an orderly and self-controlled way
- Show respect to members of staff and each other
- In class, make it possible for all pupils to learn
- Move quietly around the school
- Treat the school buildings and school property with respect
- Wear the correct uniform at all times
- Accept sanctions when given
- Refrain from behaving in a way that brings the school into disrepute, including when outside school or online
- We always aim to create a positive learning environment in line with our school motto.



Where appropriate and reasonable, adjustments may be made to routines within the curriculum to ensure all pupils can meet behavioural expectations in the curriculum.

## 6.1 Mobile phones

Students are not allowed to use phones around the school, unless they are permitted to use their phones during lessons at the discretion of the teacher, for a short period of time where it adds to the quality of learning in the lesson. Mobile phones end at the school gate at the front of school and at the school sign at the back of school.

- Phones should only be used when permission is given by the member of staff.
- Teachers reserve the right to confiscate phones if students deviate from the set task.
- Phones should be switched off and placed into bags after use.
- If a phone is seen on the school site it will be confiscated by the member of staff, it will be placed in a lockable cabinet or drawer. The phone will be collected by the student at the end of the school day.

## 7. RESPONDING TO BEHAVIOUR

### 7.1 Classroom management

Teaching and support staff are responsible for setting the tone and context for positive behaviour within the school.

They will:

- Arrive early - greet all students .
- Staff to model exceptional behaviour to ensure our students model this behaviour and become better well-rounded students.
- Ensure the staff code of conduct is followed at all times .
- Insist that students enter rooms in an orderly manner. Enter room when you are satisfied they are ready to start. Ensure that uniform is smart - check ties etc. and remember to send pupils to student services to rectify uniform issues. If ongoing then refer to the relevant HOY (Head of Year).
- Have a classroom routine to start the lesson.

- Take the register within the first 15 minutes of the lesson.
- If a student must leave the room provide a purple lanyard. Students will be returned to your room by on-call without a lanyard.
- Praise students for following instructions and being ready to learn.
- Praise students for performances in lesson.
- Use the rewards system wherever possible.
- Close the lesson with time to pack away.
- Establish a routine for finishing lesson - packing away, standing behind chairs, and release in an orderly and gradual fashion.

## 7.2 Safeguarding

The school recognises that changes in behaviour may be an indicator that a pupil is in need of help or protection.

We will consider whether a pupil's misbehaviour may be linked to them suffering, or being likely to suffer, significant harm.

Where this may be the case, we will follow our child protection and safeguarding policy, and consider whether pastoral support, an early help intervention or a referral to children's social care is appropriate.

Please refer to our child protection and safeguarding policy for more information.

## 7.3 Responding to good behaviour

When a pupil's behaviour meets or goes above and beyond the expected behaviour standard, staff will recognise it with positive recognition and reward. This provides an opportunity for all staff to reinforce the school's culture and ethos.

Positive reinforcements and rewards will be applied clearly and fairly to reinforce the routines, expectations and norms of the school's behaviour culture.

Positive behaviour will be rewarded with:

- Positive behaviour points on Go4Schools.
- Recognition in assemblies/ newsletters/ school website, school app, displays and tutor notices
- Small prizes such as stationary/ sweets and chocolates
- Invitation to the regular Headteacher's assemblies
- Invitation to attend the celebration afternoon
- Tickets for the end of year summer prize draw
- Family rewards
- Book vending machine to promote reading
- Reward trips
- Pizza parties and movie afternoons
- Gift vouchers
- Invitation to take part in community competitions
- Invitation to the annual awards ceremony at Pride Park

- Invitation to the summer enrichment trips

## 7.4 Responding to misbehaviour

When a pupil's behaviour falls below the standard that can reasonably be expected of them, staff will respond in order to restore a calm and safe learning environment, and to prevent recurrence of misbehaviour.

Staff will endeavour to create a predictable environment by always challenging behaviour that falls short of the standards, and by responding in a consistent, fair and proportionate manner, so pupils know with certainty that misbehaviour will always be addressed.

De-escalation techniques, can be used to help prevent further behaviour issues arising.

All pupils will be treated equitably under the policy, with any factors that contributed to the behavioural incident identified and taken into account.

Staff should investigate by taking into account evidence sources which might include the account of staff present, the account of students present at the alleged incident, CCTV, historical behaviour records, response of the perpetrator and victims. This evidence will be considered to ascertain the balance of probability as to whether the alleged incident occurred as described.

When giving behaviour sanctions, staff will also consider what support could be offered to a pupil to help them to meet behaviour standards in the future.





The school may use 1 or more of the following sanctions in response to unacceptable behaviour:

- Level 1: A verbal reprimand and reminder of the expectations of behaviour
- Level 2: Moving a pupil within the classroom
- Level 3: Sending the pupil out of the class to the reset room
- Setting of written tasks such as an account of their behaviour
- Expecting work to be completed at home, or at break or lunchtime
- Compulsory detention at break or lunchtime, or after school
- Loss of privileges - for instance, the loss of a prized responsibility
- School-based community service, such as tidying a classroom
- Referring the pupil to a senior member of staff
- Letter or phone call home to parents/carers
- Putting a pupil 'on report'
- Time in the Consequence Room
- Off-site direction
- Placement in one of our support centres
- Suspension
- Permanent exclusion, in the most serious of circumstances

Personal circumstances of the pupil will be taken into account when choosing sanctions, and decisions will be made on a case-by-case basis, but with regard to the impact on perceived fairness.

To support staff with classroom management the following behaviour levels flowchart is used - these can be escalated more quickly if appropriate. There are 3 levels to the behaviour system, and this is displayed in each classroom around the school site (please note the 'Avert' section does not appear on the pupil poster).

# BEHAVIOUR LEVELS

	<h2>Avert</h2> <ul style="list-style-type: none"><li>✓ Establish and maintain routines.</li><li>✓ Positive Framing.</li><li>✓ Encourage self-regulation.</li><li>✓ Walk around the room.</li><li>✓ Speak quietly to ask if you can help.</li><li>✓ Constantly scan the room to pick up issues before they escalate.</li></ul>			
<b>Level 1</b> 	<h2>Warn</h2> <table><tr><td><ul style="list-style-type: none"><li>• Student displays disruptive behaviour.</li></ul></td><td><ul style="list-style-type: none"><li>• Teacher issues a formal verbal warning using 'Level 1' in the narrative.</li><li>• Explain why - if possible not in front of the class.</li></ul></td></tr></table>		<ul style="list-style-type: none"><li>• Student displays disruptive behaviour.</li></ul>	<ul style="list-style-type: none"><li>• Teacher issues a formal verbal warning using 'Level 1' in the narrative.</li><li>• Explain why - if possible not in front of the class.</li></ul>
<ul style="list-style-type: none"><li>• Student displays disruptive behaviour.</li></ul>	<ul style="list-style-type: none"><li>• Teacher issues a formal verbal warning using 'Level 1' in the narrative.</li><li>• Explain why - if possible not in front of the class.</li></ul>			
<b>Level 2</b> 	<h2>Move</h2> <table><tr><td><ul style="list-style-type: none"><li>• Student continues to display disruptive behaviour.</li></ul></td><td><ul style="list-style-type: none"><li>• Teacher directs the student to move to a different working space in the classroom.</li><li>• 'Level 2' is used in the dialogue.</li><li>• "Move" is recorded on Go (-1)</li><li>• Teacher holds restorative discussion at the end of the lesson</li></ul></td></tr></table>		<ul style="list-style-type: none"><li>• Student continues to display disruptive behaviour.</li></ul>	<ul style="list-style-type: none"><li>• Teacher directs the student to move to a different working space in the classroom.</li><li>• 'Level 2' is used in the dialogue.</li><li>• "Move" is recorded on Go (-1)</li><li>• Teacher holds restorative discussion at the end of the lesson</li></ul>
<ul style="list-style-type: none"><li>• Student continues to display disruptive behaviour.</li></ul>	<ul style="list-style-type: none"><li>• Teacher directs the student to move to a different working space in the classroom.</li><li>• 'Level 2' is used in the dialogue.</li><li>• "Move" is recorded on Go (-1)</li><li>• Teacher holds restorative discussion at the end of the lesson</li></ul>			
<b>Level 3</b> 	<h2>Remove</h2> <table><tr><td><ul style="list-style-type: none"><li>• Student behaviour is deemed unacceptable despite previous steps.</li></ul></td><td><ul style="list-style-type: none"><li>• Teacher sends student to the reset room for remainder of the lesson, using 'Level 3' in the dialogue.</li><li>• "Remove" is recorded on Go (-5) and a 45 minute SLT detention is generated.</li></ul></td></tr></table>		<ul style="list-style-type: none"><li>• Student behaviour is deemed unacceptable despite previous steps.</li></ul>	<ul style="list-style-type: none"><li>• Teacher sends student to the reset room for remainder of the lesson, using 'Level 3' in the dialogue.</li><li>• "Remove" is recorded on Go (-5) and a 45 minute SLT detention is generated.</li></ul>
<ul style="list-style-type: none"><li>• Student behaviour is deemed unacceptable despite previous steps.</li></ul>	<ul style="list-style-type: none"><li>• Teacher sends student to the reset room for remainder of the lesson, using 'Level 3' in the dialogue.</li><li>• "Remove" is recorded on Go (-5) and a 45 minute SLT detention is generated.</li></ul>			
<h3>Additional Information</h3> <ul style="list-style-type: none"><li>✓ 5 x Move in one week = One week white report.</li><li>✓ 2 x Remove in one day = One Day IEU and white report.</li><li>✓ This system is for disruption in the classroom. Detentions for homework or work completion are set by the teacher/department.</li></ul>				

*"PROUD TO BE HERE"*



## 7.5 Reasonable force

Reasonable force covers a range of interventions that involve physical contact with pupils. All members of staff have a duty to use reasonable force, in the following circumstances, to prevent a pupil from:

- Causing disorder
- Hurting themselves or others
- Damaging property
- Committing an offence

Incidents of reasonable force must:

- Always be used as a last resort
- Be applied using the minimum amount of force and for the minimum amount of time possible
- Be used in a way that maintains the safety and dignity of all concerned
- Never be used as a form of punishment
- Be recorded and reported to parents/carers
- When considering using reasonable force, staff should, in considering the risks, carefully recognise any specific vulnerabilities of the pupil, including SEND, mental health needs or medical conditions.

## 7.6 Searching and confiscation

Searching and confiscation is conducted in line with the DfE's [latest guidance on searching, screening and confiscation](#).

### Confiscation

Any prohibited items (listed in section 3) found in a pupil's possession as a result of a search will be confiscated. These items will not be returned to the pupil.

We will also confiscate any item that is harmful or detrimental to school discipline. These items will be returned to pupils after discussion with senior leaders and parents/carers, if appropriate.

### Searching a pupil

Searches will only be carried out by a member of staff who has been authorised to do so by the headteacher, or by the headteacher themselves.

Subject to the exception below, the authorised member of staff carrying out the search will be of the same sex as the pupil, and there will be another member of staff present as a witness to the search.

An authorised member of staff of a different sex to the pupil can carry out a search without another member of staff as a witness if:

- The authorised member of staff carrying out the search reasonably believes there is risk that serious harm will be caused to a person if the search is not carried out as a matter of urgency; **and**
- In the time available, it is not reasonably practicable for the search to be carried out by a member of staff who is the same sex as the pupil; **or**
- It is not reasonably practicable for the search to be carried out in the presence of another member of staff

When an authorised member of staff conducts a search without a witness, they should immediately report this to another member of staff, and make sure a written record of the search is kept.

If the authorised member of staff considers a search to be necessary, but not required urgently, they will seek the advice of the headteacher, designated safeguarding lead (or deputy) or pastoral member of staff

All searches for prohibited items (listed in section 3), including incidents where no items were found, will be recorded in the school's safeguarding system.

### **Informing parents/carers**

Parents/carers will always be informed of any search for a prohibited item (listed in section 3). A member of staff will tell the parents/carers as soon as is reasonably practicable.

- What happened
- What was found, if anything
- What has been confiscated, if anything

What action the school may take and where the pupil may be taken. During this time the pupil will be supervised and kept away from other pupils.

A search can be carried out if the authorised member of staff has reasonable grounds for suspecting that the pupil is in possession of a prohibited item or any item identified in the school rules for which a search can be made, or if the pupil has agreed.

An appropriate location for the search will be found. Where possible, this will be away from other pupils. The search will only take place on the school premises or where the member of staff has lawful control or charge of the pupil, for example on a school trip.

Before carrying out a search the authorised member of staff will:

- Assess whether there is an urgent need for a search
- Assess whether not doing the search would put other pupils or staff at risk
- Consider whether the search would pose a safeguarding risk to the pupil
- Explain to the pupil why they are being searched
- Explain to the pupil what a search entails - e.g. "I will ask you to turn out your pockets and remove your scarf"
- Explain how and where the search will be carried out
- Give the pupil the opportunity to ask questions
- Seek the pupil's co-operation

If the pupil refuses to agree to a search, the member of staff can give an appropriate behaviour sanction.

If they still refuse to co-operate, the member of staff will contact the head of year or member of the senior leadership team, to try to determine why the pupil is refusing to comply.

An authorised member of staff may search a pupil's outer clothing, pockets, possessions, desk or locker.

'Outer clothing' includes:

- Any item of clothing that isn't worn wholly next to the skin or immediately over underwear (e.g. a jumper or jacket being worn over a t-shirt)
- Hats, scarves, gloves, shoes or boots

### **Searching pupils' possessions**

Possessions means any items that the pupil has or appears to have control of, including:

- Desks
- Lockers
- Bags

A pupil's possessions can be searched for any item if the pupil agrees to the search. If the pupil does not agree to the search, staff can still carry out a search for prohibited items (listed in section 3) and items identified in the school rules.

An authorised member of staff can search a pupil's possessions when the pupil and another member of staff are present.

If there is a serious risk of harm if the search is not conducted immediately, or it is not reasonably practicable to summon another member of staff, the search can be carried out by a single authorised member of staff.

### **Informing the designated safeguarding lead (DSL)**

The staff member who carried out the search should inform the DSL without delay:

- Of any incidents where the member of staff had reasonable grounds to suspect a pupil was in possession of a prohibited item as listed in section 3
- If they believe that a search has revealed a safeguarding risk
- has taken, including any sanctions that have been applied to their child

### **Support after a search**

Irrespective of whether any items are found as the result of any search, the school will consider whether the pupil may be suffering or likely to suffer harm and whether any specific support is needed (due to the reasons for the search, the search itself, or the outcome of the search).

If this is the case, staff will follow the school's safeguarding policy and speak to the designated safeguarding lead (DSL). The DSL will consider whether pastoral support, an early help intervention or a referral to children's social care is appropriate.

## **7.7 Off-site misbehaviour**

Sanctions may be applied where a pupil has misbehaved off-site when representing the school. This means misbehaviour when the pupil is:

- Taking part in any school-organised or school-related activity (e.g. school trips)
- Travelling to or from school
- Wearing school uniform
- In any other way identifiable as a pupil of our school

Sanctions may also be applied where a pupil has misbehaved off-site, at any time, whether or not the conditions above apply, if the misbehaviour:

- Could have repercussions for the orderly running of the school
- Poses a threat to another pupil
- Could adversely affect the reputation of the school

Sanctions will only be given out on school premises or elsewhere when the pupil is under the lawful control of a staff member (e.g. on a school-organised trip).

## **7.8 Online misbehaviour**

The school can issue behaviour sanctions to pupils for online misbehaviour when:

- It poses a threat or causes harm to another pupil
- It could have repercussions for the orderly running of the school
- It adversely affects the reputation of the school
- The pupil is identifiable as a member of the school

Sanctions will only be given out on school premises or elsewhere when the pupil is under the lawful control of a staff member.

## **7.9 Suspected criminal behaviour**

If a pupil is suspected of criminal behaviour, the school will make an initial assessment of whether to report the incident to the police.

When establishing the facts, the school will endeavour to preserve any relevant evidence to hand over to the police.

If a decision is made to report the matter to the police, the headteacher, member of the senior leadership team or head of year will make the report.

The school will not interfere with any police action taken. However, the school may continue to follow its own investigation procedure and enforce sanctions, as long as it does not conflict with police action.

If a report to the police is made, the member of the pastoral team will make a tandem report to children's social care, if appropriate.

## **7.10 Zero-tolerance approach to sexual harassment and sexual violence**

The school will ensure that all incidents of sexual harassment and/or violence are met with a suitable response, and never ignored.

Pupils are encouraged to report anything that makes them uncomfortable, no matter how 'small' they feel it might be.

The school's response will be:

- Proportionate
- Considered
- Supportive
- Decided on a case-by-case basis

The school has procedures in place to respond to any allegations or concerns regarding a child's safety or wellbeing. These include clear processes for:

- Responding to a report
- Carrying out risk assessments, where appropriate, to help determine whether to:
  - Manage the incident internally
  - Refer to early help
  - Refer to children's social care
  - Report to the police

Please refer to our child protection and safeguarding policy for more information

## **7.11 Malicious allegations**

Where a pupil makes an allegation against a member of staff and that allegation is shown to have been deliberately invented or malicious, the school will consider whether to discipline the pupil in accordance with this policy.

Where a pupil makes an allegation of sexual violence or sexual harassment against another pupil and that allegation is shown to have been deliberately invented or malicious, the school will consider whether to discipline the pupil in accordance with this policy.

In all cases where an allegation is determined to be unsubstantiated, unfounded, false or malicious, the school (in collaboration with the local authority designated officer (LADO), where relevant) will consider whether the pupil who made the allegation is in need of help, or the allegation may have been a cry for help. If so, a referral to children's social care may be appropriate.

The school will also consider the pastoral needs of staff and pupils accused of misconduct.

Please refer to our child protection and safeguarding policy for more information on responding to allegations of abuse against staff or other pupils.

## 8. SERIOUS SANCTIONS

### 8.1 Detention

Pupils can be issued with detentions during break, lunchtime or after school.

The school will inform the pupil's parents/carers.

When imposing a detention, the school will consider whether doing so would:

- Compromise the pupil's safety
- Conflict with a medical appointment
- Prevent the pupil from getting home safely
- Interrupt the pupil's caring responsibilities

### 8.2 Behaviour systems

#### On-Call

'On-Call' is a pro-active system, which aims to prevent classroom incidents by raising the profile of SLT and middle leaders around the site.

When on-call, staff will visit each lesson in the school at least once and check that student conduct is good. The member of SLT responsible for behaviour will identify, from data, lessons that require priority visits from on-call staff.

The on-call system is designed to be a last resort if a student has not responded to strategies employed by class teachers and are hindering the learning of others or presenting risk to themselves or others. To request on call the classroom teacher will use the "On Call" Teams page which is monitored by the Consequence Room Manager who will deploy the member of on call staff to the classroom to respond.

The member of SLT with responsibility for behaviour will monitor on-call records in order to ensure appropriate use.

When On-call SLT or duty on-call staff arrive, explain incident fully.

On-call staff will select a response to the situation from the following options:

- Sending student to the reset room
- Warning the student and returning them to classroom
- Set a 45 minute detention by recording Level 3 on Go4schools

- Setting a 45 minute SLT detention where a discussion takes place with a senior leader re their behaviour (middle leaders will check decision with SLT)

If on-call is called because a student has failed their time in the Consequence room, the on-call staff isolates the student safely elsewhere and seeks further guidance from a member of the SLT, the Deputy Head teachers or the Headteacher.

Students may also be given the opportunity to take part in Restorative Approaches, this can include school community work.

### **Reset Room**

Students will be sent to the Reset Room in the small dining hall if they reach level 3 of the behaviour levels. This will result in a 45 minute SLT detention being generated for the next day.

If a student is able to modify their behaviour then they will be allowed to return to their next lesson.

If a pupil generates two level 3 sanctions then they will spend the following day in the Consequence Room

### **Consequence room**

This is a staffed study room, aimed at:

- Controlling the volume of high-level behaviour at both Key Stages
- Reducing the number of fixed-term exclusions

A pupil may be placed in the Consequence room as a sanction for the following:

- Bad language to staff
- Violence or bullying
- Refusal to borrow school uniform.
- Persistent non-cooperation
- Verbal bullying
- Repeated refusal to comply with staff requests
- Bringing the school into disrepute /smoking
- Any other incident deemed appropriate by the Headteacher or Deputy Headteachers

Students will work all day and will complete their day between 3.00 and 3.15.

### **Off-site direction**

For the purposes of helping a student to improve their behaviour, we use a variety of settings, including other Derby schools, with a reciprocal arrangement, and alternative provisions (on the LA recommended list or through Jct16), in order to avoid suspension and/or permanent exclusion, where possible.

## **8.3 Suspension and permanent exclusion**

The school can use suspension and permanent exclusion in response to serious incidents or in response to persistent poor behaviour which has not improved following in-school sanctions and interventions.

The decision to suspend or exclude will be made by the headteacher, and only as a last resort.

Please refer to our suspensions and exclusions policy for more information.

## 9. RESPONDING TO MISBEHAVIOUR FROM PUPILS WITH SEND

### 9.1 Recognising the impact of SEND on behaviour

The school recognises that pupils' behaviour may be impacted by a special educational need or disability (SEND).

When incidents of misbehaviour arise, we will consider them in relation to a pupil's SEND, although we recognise that not every incident of misbehaviour will be connected to their SEND. Decisions on whether a pupil's SEND had an impact on an incident of misbehaviour will be made on a case-by-case basis.

When dealing with misbehaviour from pupils with SEND, especially where their SEND affects their behaviour, the school will take its legal duties into account when making decisions about enforcing the behaviour policy. The legal duties include:

- Taking reasonable steps to avoid any substantial disadvantage to a disabled pupil being caused by the school's policies or practices ([Equality Act 2010](#))
- Using our best endeavours to meet the needs of pupils with SEND ([Children and Families Act 2014](#))
- If a pupil has an education, health and care (EHC) plan, the provisions set out in that plan must be secured and the school must co-operate with the local authority and other bodies

As part of meeting these duties, the school will anticipate, as far as possible, all likely triggers of misbehaviour, and put in place support to prevent these from occurring.

Any preventative measures will take into account the specific circumstances and requirements of the pupil concerned.

- Short, planned movement breaks for a pupil with SEND who finds it difficult to sit still for long
- Adjusting seating plans to allow a pupil with visual or hearing impairment to sit in sight of the teacher
- Training for staff in understanding conditions and needs
- Use of separation spaces (sensory zones or nurture rooms) where pupils can regulate their emotions

### 9.2 Adapting sanctions for pupils with SEND

When considering a behavioural sanction for a pupil with SEND, the school will consider whether:

- The pupil was unable to understand the rule or instruction
- The pupil was unable to act differently at the time as a result of their SEND
- The pupil was likely to behave aggressively due to their particular SEND

If the answer to any of these is 'yes', it may be unlawful for the school to sanction the pupil for the behaviour.

The school will then assess whether it is appropriate to use a sanction and if so, whether any reasonable adjustments need to be made to the sanction.

### 9.3 Considering whether a pupil displaying challenging behaviour may have unidentified SEND

The school's special educational needs co-ordinator (SENCO) may evaluate a pupil who exhibits challenging behaviour to determine whether they have any underlying needs that are not currently being met.

Where necessary, support and advice will also be sought from specialist teachers, an educational psychologist, medical practitioners and/or others, to identify or support specific needs.

When acute needs are identified in a pupil, we will liaise with external agencies and plan support programmes for that child. We will work with parents/carers to create the plan and review it on a regular basis.

#### **9.4 Pupils with an education, health and care (EHC) plan**

The provisions set out in the EHC plan must be secured and the school will co-operate with the local authority and other bodies.

If the school has a concern about the behaviour of a pupil with an EHC plan, it will make contact with the local authority to discuss the matter. If appropriate, the school may request an emergency review of the EHC plan.

## **10. SUPPORTING PUPILS FOLLOWING A SANCTION**

Following a sanction, the school will consider strategies to help the pupil to understand how to improve their behaviour and meet the expectations of the school.

This could include measures such as:

- Reintegration meetings
- Contact with their head of year
- A report card with personalised behaviour goals

## **12. TRAINING**

As part of their induction process, our staff are provided with regular training on managing behaviour, including training on:

- The needs of the pupils at the school
- How SEND and mental health needs can impact behaviour
- The behaviour system

Behaviour management will also form part of continuing professional development.

## **13. MONITORING ARRANGEMENTS**

### **13.1 Monitoring and evaluating behaviour**

The school will collect data on the following:

- Behavioural incidents, including removal from the classroom
- Attendance, permanent exclusions and suspensions
- Use of alternative provision and managed moves
- Incidents of searching and confiscation

The data will be analysed at every personal development, behaviour and wellbeing governors and by the deputy head responsible for behaviour and safeguarding.

The data will be analysed from a variety of perspectives including:

- At school level
- By age group
- At the level of individual members of staff
- By time of day/week/term

- By protected characteristic

The school will use the results of this analysis to make sure it is meeting its duties under the Equality Act 2010. If any trends or disparities between groups of pupils are identified by this analysis, the school will review its policies to tackle them.

### **13.2 Monitoring this policy**

This behaviour policy will be reviewed by the headteacher and full governing board at least annually, or more frequently, if needed, to address findings from the regular monitoring of the behaviour data (as per section 13.1). At each review, the policy will be approved by the governors.

## **14. LINKS WITH OTHER POLICIES**

This behaviour policy is linked to the following policies:

- Exclusions policy
- Child protection and safeguarding policy
- Mobile phone policy
- Anti-bullying policy

