

# BPET Behaviour Policy

Signed:	
Chair of Trust Board:	Claire Delaney
Approved:	1 September 2023
Renewal:	Every 2 Years
Review Date:	September 2025

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## **Bellevue Place Education Trust – Our commitment**

### ***Learn. Enjoy. Succeed.***

Every BPET child and staff member enjoys a broad (LEARN) and enriched (ENJOY) learning experience, enabling them to achieve far greater individual success (SUCCEED) than they might previously have thought possible.

#### **Our Mission**

To grow hubs of like-minded, autonomous schools with a strong support network, all of which combine academic rigour with highly enriched opportunities that deliver a personalised approach to education and exceptional outcomes for all.

#### **Our Difference**

We are leading the way in delivering high quality education through skills-based and knowledge rich curricula, applying the best of the independent and state sectors to deliver breadth of opportunity and pupil enrichment. We empower all our schools as individual entities that best meet the needs of the communities they serve and have a strong relationship with families, who are our key partners in delivering the vision.

#### **Our Promise**

Every child is an individual. Our role is to nurture pupils' potential through a personalised approach to learning. BPET children are happy, independent, confident all-rounders. Our focus is ensuring an exceptional provision for all our children with supportive, accessible learning that enables every child to make progress, including high quality inclusion for children with Special Educational Needs. We encourage a 'be interested and be interesting' attitude in children and staff alike. We don't just teach; we want our pupils to have a passion to learn.

## **1 Introduction**

- 1.1 BPET's behaviour strategy is aimed at creating a culture with high expectations of behaviour and establishing calm, safe and supportive environments conducive to learning across its schools. Good behaviour and self-discipline leads to effective learning and helps prepare children and young people for life beyond the academy gate.
- 1.2 This policy outlines the high behavioural standards BPET expects from all our pupils, the support and interventions used to address poor behaviour and sets out the sanctions that will

follow if this policy is not adhered to. This policy should be read in conjunction with BPET's exclusions policy, anti-bullying policy, SEND, searching, screening and confiscation policy, and safeguarding and child protection policy, all of which can be found on the school's websites.

## **2 Aims and Objectives**

By setting high standards of expected behaviour, BPET and its schools aim[s] to:

- promote positive relationships that safeguard and promote the welfare of pupils, creating an effective learning environment;
- maximise the quality of the learning experience for all pupils enabling everyone to learn effectively;
- help pupils to make pro-social behaviour choices, control their own behaviour and most importantly to take responsibility for their behaviour;
- To use therapeutic and educational consequences to support an understanding of pro-social choices and the consequence of anti-social actions
- ensure every member of the Trust community feels valued, respected and treated fairly;
- provide an ethos and environment within which everyone feels safe;
- foster discipline and mutual respect between pupils and their peers, and between staff and pupils;
- raise awareness amongst pupils to ensure that their behaviour does not put their peers or staff at an increased risk in respect of health and safety;
- raise awareness amongst pupils for the need to recognise and manage their emotions and reactions; and
- support pupils whose behaviour within the academy environment is challenging or who may find friendship and co-operation difficult.
- To ensure there is a culture within The Heights that values all pupils; allowing them to feel a sense of belonging where pupils are able to seek emotional and wellbeing support from practitioners
- To ensure that parents/ carers have a pro-active working relationship with the school to support the needs of their child(ren)

## **3 Application of Policy**

- 3.1 This policy applies to all members of the BPET community. BPET uses CPOMs or Arbor to track and monitor pupil behaviour and how parents will be kept updated about pupil behaviour. Each school within BPET will apply sanctions within this policy for behaviour that takes place outside of school premises where it is reasonable to do so, for example if allegations of bullying or inappropriate online activity taking place outside of school hours are reported to the school.
- 3.2 When deciding whether it would be reasonable to impose a sanction for poor behaviour outside of the school, staff will consider:
- 3.2.1 whether the pupil is taking part in any school-organised or school-related activity, travelling to or from the school, wearing school uniform or is in some other way identifiable as a pupil at the school at the time of the poor behaviour; and/or
  - 3.2.2 the severity of the misbehaviour, whether the pupil's behaviour could have repercussions for the orderly running of the school, whether the behaviour poses a

threat to another pupil or member of the public or could adversely affect the reputation of the school and/or BPET.

## **4 Roles and Responsibilities**

All members of the BPET community are expected to follow this policy and treat one another with dignity, kindness and respect. Roles, responsibilities and expectations of each section of the BPET community are set out in detail below.

### **4.1 Board of Trustees**

The Trustees will work with the Central Team to set the ethos and a set of core values that promote high standards of expected behaviour from pupils attending its schools. Trustees will monitor and evaluate the impact of the policy and will hold the CEO and Director of Education to account for its implementation.

### **4.2 The Chief Executive /Director of Education**

The CEO/Director of Education will ensure that this Behaviour Policy is applied consistently across the schools within BPET and will report back to the Trustees on educational outcomes, behaviour management, support strategies and early intervention for pupils requiring additional support. They will ensure that senior staff receive regular continued professional development and receive regular training on behaviour management.

### **4.3 Headteacher**

Each schools Headteacher, with support from their Senior Leadership Team, will ensure that staff are supported and up to date with policy changes. They will ensure that lessons are well led, effectively managed and that staff regularly and effectively self-evaluate their behaviour management strategies. The Headteacher will monitor how staff implement this policy to ensure rewards and sanctions are applied fairly and consistently, searches are carried out lawfully and the use of removal from the classroom is used appropriately and not having a disproportionate effect on pupils sharing particular protected characteristics. The Headteacher will act as a source of support and guidance for staff on behaviour management strategies and discipline. The Headteacher will monitor and evaluate behaviour information, including information about bullying to identify trends in behaviour. This information will be used to agree appropriate actions so that excellent behaviour is maintained.

### **4.4 Staff**

All staff will:

- communicate the contents of this policy to all pupils and parents to ensure that BPET's expectations are transparent to all pupils and parents, and that expectations of, and responses to, behaviour are consistent, fair, proportionate, and predictable. Staff will do this by for example within assemblies, part of PSHE and discussed as part of pupil induction.
- apply this policy fairly, consistently, proportionately, and without discrimination, taking into account SEND as well as the additional challenges that some vulnerable pupils may face;
- make reasonable adjustments for disabled pupils as required;

- promote a teaching and learning ethos which encourages all pupils to attend and participate in lessons whatever their level of ability or need;
- model positive behaviour;
- not tolerate disruption to teaching, learning or school routines and take proportionate action to restore acceptable standards of behaviour;
- challenge pupils to meet the school expectations and maintain the boundaries of acceptable conduct;
- record incidents of poor behaviour and any given sanctions in the pupil's behavioural log;
- provide praise, rewards and reinforce positive behaviour;
- deal with incidents of bullying, discrimination, aggression and derogatory language quickly and effectively;
- focus on de-escalation and preventative strategies rather than being solely reactive;
- consider the welfare of the whole BPET community and ensure that the majority of pupils' education is not jeopardised by the disruptive behaviour of a minority of pupils;
- contribute to the development of systems which support and reinforce positive behaviour;
- recognise that there may be contributory factors which affect pupil's behaviour and respond according to individual need;
- identify pupils who are experiencing difficulties in developing or sustaining appropriate behaviour and put in place general and targeted interventions to improve pupil behaviour and provide support. This could include:
  - more frequent engagement with parents;
  - home visits;
  - mentoring and coaching;
  - report cards;
  - time in a pupil support unit;
  - engaging with local partners and agencies to address specific challenges;
  - consideration of whether a multi-agency assessment referral is required e.g. Early Help or an Education Health and Care Plan; and/or]
  - designing an Individual Behaviour Plan with set targets and support strategies embedded within;
- contact parents if there is a problem with attendance, punctuality or equipment and about any concerns or problems that affect their child's work or behaviour;
- set, mark and monitor homework and provide facilities for children to do homework in the school if required;
- send parents an annual written report on their child's progress and arrange Parents' Evenings during which progress will be discussed; and
- engage with and attend all training and development sessions to continually improve behaviour management and learn from best practice.

#### **4.5 Parents**

Parents play an important role in ensuring good behaviour from their children. Parents are expected to:

- support the school in the application and enforcement of this policy;

- inform the school of any challenging behaviour exhibited at home, special education needs or changes in circumstances that may account for changes in their child's behaviour;
- ensure their child attends the school on time, appropriately dressed, fed, rested, and equipped;
- work with the school in support of their child's learning;
- attend virtual or in person meetings at the school with staff to discuss their child's behaviour and adhere to any parenting contracts put in place;
- inform the school in writing of any medication their child needs to take (see the "Supporting children with medical needs" policy);
- support their child in homework and other opportunities for home learning;
- attend Parents' Evenings and discussions about their child's progress, if reasonably possible; and
- in the case of suspension, provide appropriate supervision for their child during the first 5 days of suspension, ensure that their child is not present in a public place during school hours without reasonable justification and, if invited, attend a reintegration interview at the school with their child.

#### **4.6 Pupils**

The rights and responsibilities of pupils are set out at the Annex to this policy along with a list of the school rules to which all pupils must adhere. Reminders of the school rules and expected standards of behaviour are up on walls in classrooms and situated around the school. Pupils are expected to have a positive attitude and maintain high expectations for themselves.

#### **WHAT IS PRO-SOCIAL BEHAVIOUR?**

Pro-social behaviours are any actions that benefit the individual and others around them. Prosocial behaviour acts as a strong motivator in education, for it provides pupils with a purpose beyond themselves and the classroom. This allows the individual to become part of something bigger than themselves. When pro-social behaviours are not demonstrated and reinforced, pupils can struggle to make connections with others which can subsequently lead to a disconnection which can negatively impact a child's learning, motivation, and attitude towards themselves, others and their education. When teachers make space for prosocial behaviour in education and social learning, then they can illustrate that what pupils are learning will have a direct impact on the world that they live in. Pro-social behaviours in a classroom are intimately connected with a purpose towards a greater cause, deepening the learning itself.

We aim to promote pro-social behaviour through recognition including:

- giving personalised and specific verbal praise and positive feedback
- communication with parents/carers to highlight pro-social behaviours
- role modelling to peers throughout the school
- allocation of responsibilities and roles
- acknowledgement of demonstrating school values
- celebration and sharing of learning in whole school assembly
- incidental rewards and praise

- positive relationships and interaction with peers and adults (tone of voice; body language)
- acknowledgement of own feelings, using positive language to support their needs ('I need help'; 'I'm finding this tricky'; 'I felt cross when I got that wrong')
- identify, understand and accept mistakes as learning opportunities, and using a growth mindset to persevere and challenge themselves to complete the task
- identify, reflect and repair anti-social behaviour choices
- respects the right of themselves and others to learn and their responsibility to ensure their behaviour choices don't negatively impact upon this

#### **PROTECTIVE CONSEQUENCES:**

These are actions taken by staff to ensure all pupils and adults feel safe in the school environment. These may include, but are not inclusive of:

- an increased staff ratio
- limited access to outside space
- specific staff support given at break and lunchtimes (See Lunchtime Reflection)
- differentiated teaching space or learning
- work requiring completion to be sent home, and supported by parents/carers
- adaptation of access to school trip, residential or extra-curricular activity
- calm room/space
- whilst all measures will be taken to support the child to avoid suspension or permanent exclusion, there may be a time when removal from an area or school is necessary

Protective consequences are further supported through the 3R's (Revisit, Reflect, Repair) which provide an opportunity for the pupils to learn from the experience. This time may also be used to further understand the triggers behind anti-social behaviour choices through the use of various behaviour analysis tools (Roots and Fruits; Anxiety Mapping – see appendices)

#### **EDUCATIONAL CONSEQUENCES:**

These are consequences put in place by staff to help the child to learn, rehearse or teach about their actions to aid internalisation of pro-social actions to avoid repetition. These may include, but are not inclusive of:

- third person role play to understand peer/adult feelings
  - social stories
  - behaviour related research to understand how and why actions have impacted others
  - restorative meetings with child and parent/carer
  - completing or redoing tasks to the expected standard for the child
  - modelling pro-social behaviours to younger peers
- (For more information, please see 'Consequences Document' in appendices)
- Communication with parents

Alongside these consequences, parents may be contacted and invited to attend a meeting to discuss.



## **LUNCHTIME REFLECTION**

Where pupils choose not to make pro-social choices despite adult guidance, pupils may need to attend 'Lunchtime Reflection.' This will enable the child to reflect upon their behaviour choices, repair and restore relationships if necessary, thus allowing them to learn from their mistakes. This process will be supported by staff to ensure that the child embeds the understanding of the consequences of anti-social behaviour choices and how they can learn from this experience to help them make pro-social choices in the future (See Appendix 1 for steps).

Lunchtime reflection is designed to be restorative and educational, thereby allowing the pupils to start internalising pro-social behaviours. Where pupils do not respond positively to the protective and/or educational consequences, further measures may be implemented through a differentiated response.

### **Use of reasonable force**

The Heights strives to provide a safe learning environment for all pupils. All members of staff (and anyone whom the Headteacher has given the responsibility to be in charge or in control of the pupils) are lawfully permitted to use reasonable force to prevent pupils committing an offence, injuring themselves or others, damaging property, and to maintain good order and discipline in the classroom.

This power extends to times when staff are lawfully in charge of pupils but are off the school premises i.e. on a school trip. There is no definition of when it is reasonable to use force and every situation will have to be judged by the person in charge at that time. The degree of force used should be the minimum needed to achieve the desired result.

Sometimes, pupils may get anxious or agitated and strategies used to help pupils calm down such as using communication skills, distraction techniques and removing triggers may not yield results. On rare occasions staff may have to use physical interventions to ensure the pupil's own safety, the safety of other pupils and staff, or to ensure that property is not seriously damaged.

All incidents of physical intervention, not just those relation to helping a pupils calm down must be reported to parents "on the same day or as soon as is reasonably practicable.

## **5 Pupils with Special Educational Needs and/or Disabilities**

5.1 In the context of this policy, a child is considered to have SEND if he or she:

- has difficulties in learning which are significantly greater than the majority of other pupils of the same age; or
- has a disability which prevents or limits them from accessing the curriculum; or
- has behavioural, emotional or social difficulties which impact adversely on their learning and progress.

An Individual Pupil Profile will be developed by the school outlining strategies and interventions to ensure that a pupil with SEND understands the school's expectations in relation to behaviour, and is supported to reach those expectations. Advice will be sought from external agencies where necessary to assist with putting in place appropriate support

strategies, which will be monitored and reviewed. Please read BPET's special educational needs policy for more information.

The Heights is aware that continuous disruptive behaviour can be a result of unmet needs. If such needs are identified, the respective school will do all it can to ensure that the pupil receives appropriate support. The Heights is conscious of its legal duties under the Equality Act 2010 in respect of pupils with disabilities and will make reasonable adjustments to this policy to avoid any substantial disadvantage that a pupil may face as a consequence of their disability compared to their non-disabled peers. A reasonable adjustment that may be made would be to impose a more lenient sanction for a pupil whose behaviour is in consequence of their disability than would be imposed for a pupil exhibiting the same behaviour who does not have that disability. The Heights will not assume that because a pupil has SEND, it must have affected their behaviour on a particular occasion – this is a question of judgement for the respective school on the facts of the situation.

The school will as far as possible, anticipate likely triggers of misbehaviour for pupils identified as having SEND and will put in place support to prevent these. Examples of preventative measures include (but are not limited to):

- short, planned movement breaks for a pupil whose SEND means that they find 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;
- adjusting uniform requirements for a pupil with sensory issues or who has severe eczema;
- training for staff in understanding conditions such as autism.

Staff training will include matters such as how certain special educational needs, disabilities, or mental health needs may at times affect a pupil's behaviour. Where relevant, engagement with experts, such as Educational Psychologists and other support staff such as counsellors and Mental Health Support Teams, can help to inform effective implementation of this policy.

### **Investigating Incidents**

Initial investigations of minor infractions of the policy may be carried out by a member of staff/teacher on their own. Further investigations or initial investigations of more serious offences may be carried out by two staff together. Any questions raised by staff will be open and non-leading. If the police wish to question the pupil, the school will ensure that a responsible adult is present at all times and will inform the pupil's parents of what has happened as soon as possible.

The Heights uses Close Circuit Television ("CCTV") within its premises. One reason why The Heights uses CCTV is to provide a safe and secure environment for pupils, staff and visitors. If behavioural incidents are recorded on CCTV the footage may be viewed as part of the investigation and the content considered before imposing a sanction. Please see BPET's CCTV policy and privacy notices, which the school has adopted, for more information.

When more than one pupil is involved in an incident and the interpretations of an event differ, then every effort will be made to try to find the truth. If this still remains unclear, then the staff members involved will use their professional judgement to come to a conclusion on the balance of probabilities.

In exceptional circumstances, pupils may receive a suspension pending an investigation, as a neutral act, if there is a possibility that the welfare of other pupils may be compromised by that pupil remaining in the school.

### **Search, seizure and confiscation**

If an investigation or an allegation leads to reasonable suspicion and the search of a pupil's clothes, bags and lockers is deemed appropriate, a search may be carried out by the Headteacher or staff authorised by them. Staff will follow the BPET Searching, Screening and Confiscation Policy when conducting a search. Staff will take into consideration the age and needs of pupils being searched or screened. This includes the individual needs or learning difficulties of pupils with Special Educational Needs (SEN) and making reasonable adjustments that may be required where a pupil has a disability.

### **DEFINITION OF 'BULLYING'**

We define bullying as "deliberately hurtful behaviour by an individual or group, repeated over a period of time, and directed against an individual or group.

### **PREVENTING BULLYING**

We deliver anti-bullying learning through internalisation of the schools aims and objectives, values and ethos via:

- Modelling prosocial behaviour
- Supporting and promoting our school values of compassion, acceptance of others and forgiveness
- PHSE Lessons – discussion on topics of equal rights, relationships, reflection of own behaviour, impact of our actions on others (this is not an exhaustive list)
- Participation in 'Feel Good Week' as part of the National 'Anti-bullying Week'
- Protective behaviours where deemed necessary
- The broader taught curriculum

Pupils are encouraged to seek help and advice of adults to support them with any concerns around bullying. Pupils are encouraged to care for the well-being of themselves and their peers. Pupils are encouraged to report any concerns as soon as they happen, to allow situations to be addressed; allowing the revisit, reflect and repair process to occur through positive discussion before the situation escalates. Any case of bullying will be addressed on an individual basis and support will be given to all involved as deemed necessary. It may be deemed necessary for the school to liaise closely with parents/carers to help support the pupil.

### **Bullying**

The Heights will take all reasonable measures to ensure the safety and wellbeing of all pupils and staff and this includes protection from bullying, in line with the Anti-Bullying Policy. Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power. This can include emotional, physical, racial, sexual, verbal (direct or indirect) and cyber-bullying.

The Heights wants to make sure that all pupils feel safe in the school. The Heights' ethos is one of inclusion and equality; bullying of any kind is regarded as a serious breach of this behaviour policy and will not be tolerated.

Bullying can be verbal or physical, by person or by electronic, on-line or written means and can be directed at both staff and pupils. The Heights practices a preventative strategy to reduce the chances of bullying. It is made very clear to pupils what is expected of them in terms of respecting their peers, members of the public, and staff, and any intentional breach of this will result in disciplinary action.

If an allegation of bullying does come up, the respective school will:

- take it seriously;
- investigate as quickly as possible to establish the facts;
- record and report the incident; depending on how serious the case is, it may be reported to the Headteacher;
- provide support and reassurance to the victim;
- make it clear to the 'bully' that this behaviour will not be tolerated. If there is a group of people involved, they will be spoken to individually and as a whole group. It is important that children who have harmed another, either physically or emotionally, redress their actions, and staff will make sure that they understand what they have done and the impact of their actions;
- discuss the matter with both parties, bring them together and insist on the perpetrator seeing the other person's point of view; sometimes the no blame approach is used, sometimes negotiation and sometimes sanctions;
- ensure that if a sanction is used, it will correlate to the seriousness of the incident and the 'bully' will be told why it is being used;
- consider whether suspension or exclusion is appropriate in light of the circumstances.
- Where necessary and appropriate, provide support to pupils through external agencies

The Heights believes pupils should be able to enjoy using social media in a safe environment but recognises that there are inherent threats in using social media which could harm the welfare of pupils and staff at its schools. Where a member of staff has reasonable grounds to suspect that a pupil is using social media in an inappropriate way, which could cause harm to another person in the school community, the member of staff should report this to a member of the school's Senior Leadership Team. Following any such report an investigation will follow during which an authorised member of staff may ask that the pupil gives them access to their social media account. In the event that the pupil refuses to cooperate and will not give access to an authorised member of staff during an investigation this could lead to an adverse decision taken against the pupil.

### **Child-on-Child Abuse**

Sexual violence and sexual harassment are never acceptable and will not be tolerated. The Heights will act swiftly in response to instances of alleged child-on-child abuse and will follow its safeguarding policy, Keeping Children Safe statutory guidance and the DfE guidance on sexual violence and harassment between children. Risk assessments will be carried out and measures put in place while investigations into any reports continue. Support will be provided to the reported victim and abuser. The outcome of the investigation may lead to sanctions being imposed in accordance with the terms of this policy.

### **Trips and residentials**

If a pupil is suspended or excluded during a time when a school trip or residential is due to take place, no refunds for these trips or residentials will be issued to the family of the pupil.

### **Complaints**

If parents have any concerns or complaints over the application or implementation of this policy they should raise their concerns with a staff member or the Headteacher in accordance with BPET's complaints policy. If the concern relates to a suspension or exclusion, the statutory procedure set out in the exclusions guidance will be followed.

The Headteacher and BPET will review this policy statement annually and update it in consultation with key staff, in line with current best practice as s/he considers necessary.

### **DIFFERENTIATED RESPONSE**

We recognise that there are times when a differentiated response is needed. If pupils find it hard to adhere to the pro-social behaviour model, we have a flexible approach depending on individual circumstances. We recognise that difficult or dangerous behaviour patterns may arise because of poor self-image, possibly because the child is not succeeding socially or academically.

To predict and prevent escalation of difficult or dangerous behaviour we undertake a range of therapeutic behaviour strategies to help support the individual child to display pro-social behaviours. It may be necessary to seek guidance from specialised educational agencies to formalise strategies that differentiate from policy, these may include a RRP (Risk Reduction Plan) or a reduced timetable. External agencies might include:

- the Reading Borough Council Behaviour Support Team
- an Educational Psychologist
- a Primary Mental Health Worker
- a member of the Child and Adult Mental Health Team (CAMHS)
- a Play Therapist/Counsellor

Where a child is at risk of suspension or permanent exclusion, a Risk Reduction Plan outlining behaviours (prosocial, difficult and dangerous) and specific responses will be put in place. This may include responses in addition to or differentiated from this policy in order to support the specific needs of the child. Behaviour analysis tools will be used to inform the risk reduction plan

(e.g. Conscious and subconscious behaviours checklist, roots & fruits, anxiety mapping – see appendices)

### **SUSPENSION/PERMANENT EXCLUSION**

Teachers have the power to discipline pupils for misbehaving outside of the school premises “to such an extent as is reasonable” as prescribed by Department for Education Guidance. This means that under the Behaviour for Learning Policy teachers may discipline pupils for: **anti-social when the child is:**

- being educated off site
- 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 child at the school.

**or persistent anti-social behaviour 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 themselves, another pupil, member of staff or member of the public or
- could adversely affect the reputation of the school.

The Headteacher may decide whether to suspend a child for a fixed term or permanently exclude in line with the school’s Behaviour For Learning Policy taking into account all the circumstances, the evidence available and the need to balance the interest of the pupil against those of the whole school community.

### **POSITIVE PHYSICAL INTERVENTION**

In accordance with Hertfordshire STEPS, staff will use positive physical intervention to support pupils in the following ways:

- Open mits (open hands) to guide a pupil to a safe area
- To give recognition, praise and re-focus to pupil’s such as: a high five, a tap on the shoulder
- To reassure/comfort a child if they are upset e.g. sitting close or next to the child. Staff will not allow pupils to sit on their laps
- Hand over hand activities, which allows staff to model and support a pupil using a range of resources and equipment e.g.... scissors, PE equipment
- Moving, handling and self-care e.g. nappy changing. Some pupils will have individual care plans where procedures are clearly highlighted.

**This list is not exhaustive and will depend on what is appropriate for the child**

### **RESTRICTIVE PHYSICAL INTERVENTION**

Members of staff take steps in advance to avoid the need for restrictive physical intervention. The use of restrictive physical interventions is only appropriate in the following circumstances:

- to prevent a child from injuring self or others
- to prevent or stop a child from causing serious damage to property.
- to prevent a child from committing a criminal offence

## CONSEQUENCES DOCUMENT

### LOW LEVEL BEHAVIOUR

Including\*:

Interrupting learning e.g.

- Calling out
- not listening
- not following instructions
- being disrespectful towards peers or staff
- refusal to complete work
- not getting on with/completing learning to the expected standard
- lying to a member of staff
- provoking peers to get a reaction
- misuse of technology
- vandalising property)

**\*this not an exhaustive list**

### DISRUPTIVE, DIFFICULT OR DANGEROUS BEHAVIOUR

Including\*:

- Using violence
- Repeatedly making antisocial choices (ignoring adult instruction
- Swearing
- prejudicial language
- deliberately provoking other children to create a response)

\* Note: other behaviour may result in a level letter, particularly where the pattern of behaviour continues. For example, where provocation or swearing is persistent.

### EXAMPLES OF ACTIONS THAT MAY BE TAKEN

- Reminder given of values, with an explanation of how behaviour is negatively impacting on themselves or others
- Further reminder is given as above. This may include the limited choice consequence which will be put in place (i.e. Are you are going to complete the task in a different area of the classroom or in small group room?)
- Where this process has been followed and a child continues with low-level anti-social choices, the child may attend Lunchtime Reflection to reflect on their choices ensuring completion of any incomplete task

If positive changes are seen after any reminder, this positive choice will be acknowledged with praise and no further consequence is required. (i.e. Thank you for listening, it's great to see you're ready to learn).

### ACTIONS TAKEN

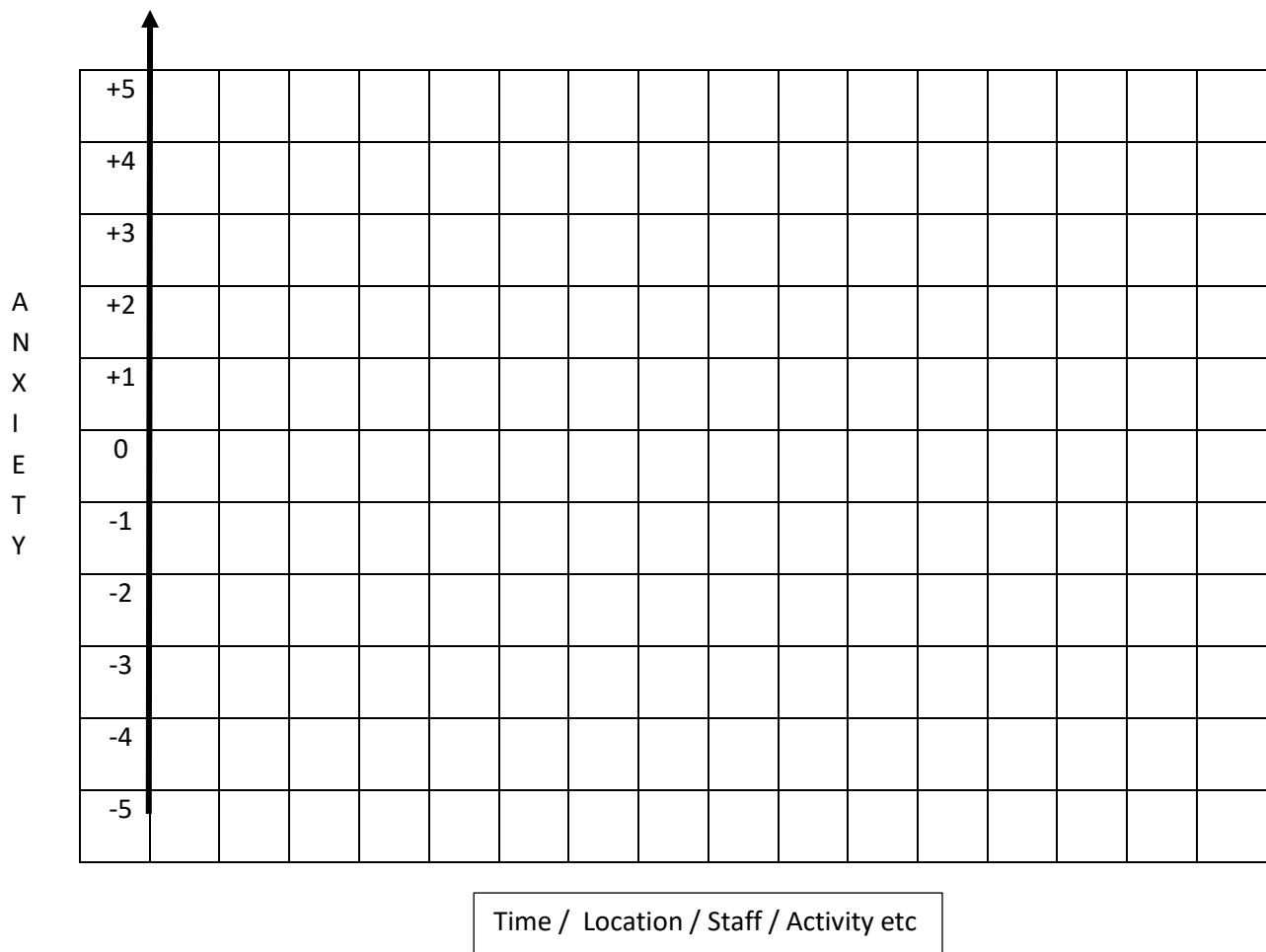
- De-escalation script followed by any adults involved: i.e.
  - Child's name I can see something has happened
  - I am here to help
  - Talk and I will listen
  - Come with me and....
- Child to be encouraged to a safe and calm space when ready to.
- Incident to be investigated and all involved to be listened to by identified member of staff
- Discussion about the anti-social behaviour and the subsequent protective and/or educational consequences
- Letter to parents/carers called, and parents/carers called if deemed appropriate and a follow-up meeting may be arranged.
- Follow up work: 3R's (Revisit, Reflect, Repair) and protective/educational consequences to be explored with identified.
- Behaviour to be logged in school's CPOMS (Child Protection Online Monitoring System).



## DE-ESCALATION SCRIPT

- **Learner's name**
- **I can see something has happened**
- **I am here to help**
- **Talk and I will listen**
- **Come with me and....**

## ANXIETY MAPPING



## ANXIETY MAPPING ANALYSIS AND EVIDENCE OF DIFFERENTIATION

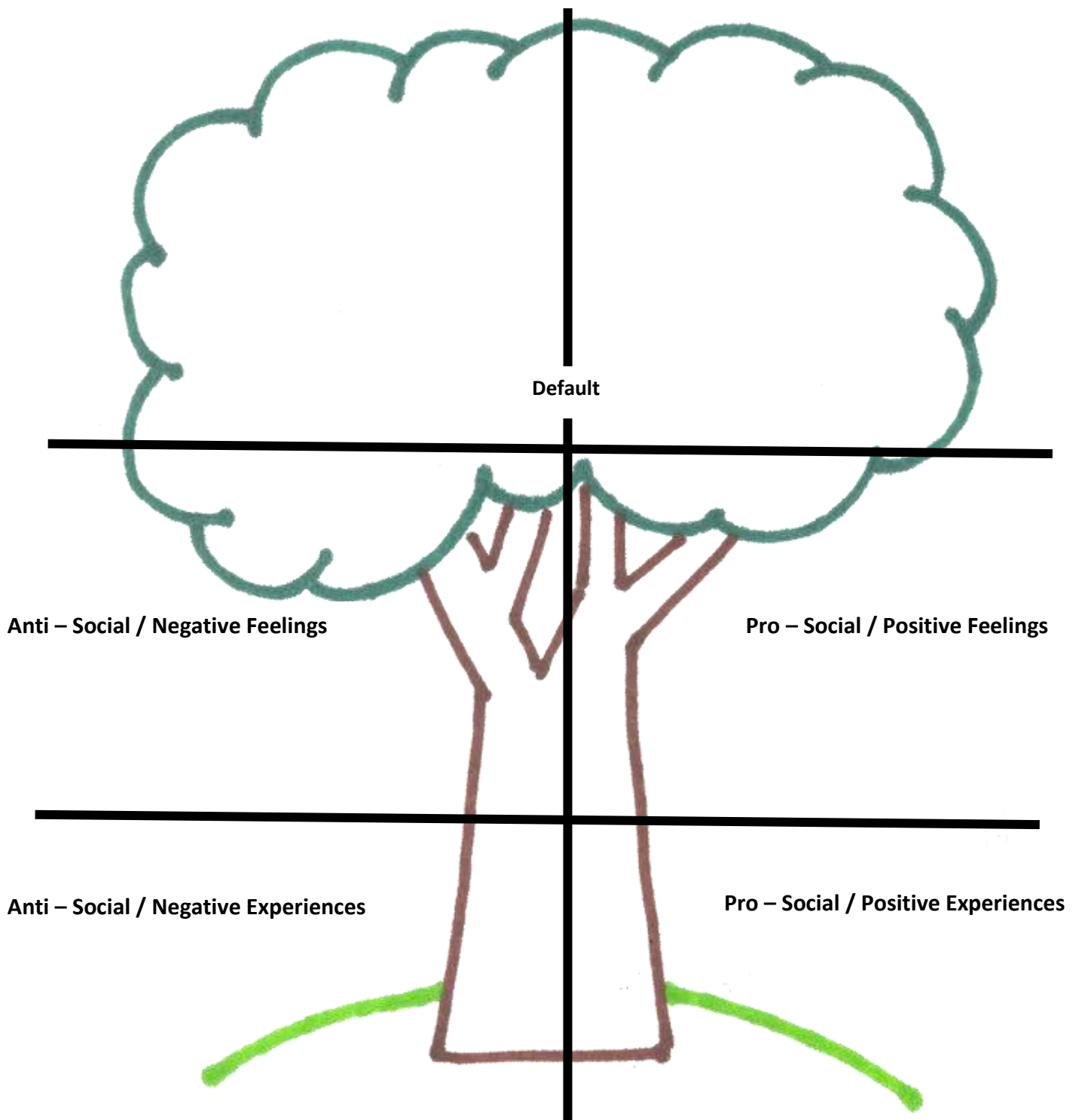
	Score	Staff/Location/Activity/Peer/Time <b>Predict It</b>	Evidence of Action <b>Prevent It</b>
	+2 to +5	These things overwhelm the pupil:	Planned differentiation required to reduce anxiety:
	+2	These things run the risk of overwhelming the pupil:	Monitoring needed:
	0		
	-2	These things run the risk of developing an over reliant:	Monitoring needed:
	-2 to -5	These areas have developed an over reliance:	Differentiation needed to reduce this over reliance:

### ROOTS AND FRUITS

Name	
Supporting Staff	
Date	
Review Date	

**Anti – Social / Difficult / Dangerous Behaviours**

**Pro – Social Behaviours**



#### CONSCIOUS BEHAVIOUR CHECKLIST

Question	Response	Solution or Differentiation
What is their expected outcome of this behaviour?		Is there any other way they could achieve their desired outcome using pro-social behaviours?

What is the motivation to behave anti-socially?		What gains or benefits practically or emotionally are achieved through the behaviour?
What is the motivation to behave pro-socially?		Is there enough incentive and benefit to behaving pro-socially?
What are the expected consequences?		Are they aware of the certainty of any protective consequences? Are these without time limitation? Do they prefer the consequence to the experience of complying?
How can I impact the child's beliefs or values?		What pro-social experiences have you identified on their roots and fruits that will impact positively on their beliefs and values resulting in pro-social conscious behaviour?

#### SUBCONSCIOUS BEHAVIOUR ANALYSIS CHECKLIST

Question	Response	Solutions or differentiation through anxiety mapping. Predict and prevent escalation
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Is the behaviour medical or habitual?		Have we considered diagnosed or undiagnosed needs or diagnosis? Have we sought advice on the best way to support them?
What is causing the anxiety? (topic, adult, time, activity, peers, transition, noise etc)		Anxiety mapping. How do we lower their anxiety? (topic, adult, time, activity, peers, transition, noise etc)
What is causing the fear? (topic, adult, time, activity, peers, transition, noise etc)		How do we support them to feel less fearful?
What is causing the anger? (topic, adult, time, activity, peers, transition, noise etc)		How do we support them to feel less angry/manage their anger? (roots and fruits).
What is causing the confusion? (topic, adult, time, activity, peers, transition, noise etc)		How do we provide support/structure so they feel less confused?
What is causing the embarrassment? (topic, adult, time, activity, peers, transition, noise etc)		How do we support them to feel less embarrassed/manage these feelings?
What is stimulating/overwhelming them?		How do we manage this stimulus? (topic, adult, time, activity, peers, transition, noise etc Anxiety Mapping)

#### RISK ASSESSMENT CALCULATOR

<b>Name</b>	
<b>Date of Birth</b>	

<b>Date of Assessment</b>	
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<b>Harm/Behaviour</b>	<b>Opinion Evidenced  O/E</b>	<b>Conscious Sub-Conscious C/S</b>	<b>Seriousness of Harm A 1/2/3/4</b>	<b>Probability of Harm B 1/2/3/4</b>	<b>Severity Risk Score  A x B</b>
Harm to self					
Harm to peers					
Harm to staff					
Damage to property					
Harm from disruption					
Criminal offence					
Harm from absconding					
Other harm					

<b>Seriousness</b>	
1	Foreseeable outcome is upset or disruption.
2	Foreseeable outcome is harm requiring first aid, distress or other minor damage.
3	Foreseeable outcome is hospitalisation, significant distress, extensive damage.
4	Foreseeable outcome is loss of life or permanent disability, emotional trauma requiring counselling or critical property damage.
<b>Probability</b>	
1	There is evidence of historical risk, but the behaviour has been dormant for over 12 months and no identified triggers remain.
2	The risk of harm has occurred within the last 12 months, the context has changed to make a reoccurrence unlikely.
3	The risk of harm is more likely than not to occur again.
4	The risk of harm is persistent and constant.

*RISKS WHICH SCORE 6 OR MORE (PROBABILITY x SERIOUSNESS) SHOULD HAVE STRATEGIES LISTED ON NEXT PAGE*



## RISK REDUCTION PLAN

Name	DOB	Date	Review Date
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<b>Photo</b>	<b>Risk reduction measures and differentiated measures (to respond to triggers)</b>
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<b>Pro-social / positive behaviour</b>	<b>Strategies to respond</b>
<b>Anxiety / DIFFICULT behaviours</b>	<b>Strategies to respond</b>
<b>Crisis / DANGEROUS behaviours</b>	<b>Strategies to respond</b>
<b>Post incident recovery and debrief measures</b>	

Signature of Plan Co-ordinator ..... Date .....

Signature of Parent / Carer ..... Date .....

Signature of Young Person ..... Date .....