

Brough Primary School



Behaviour Policy

Policy Date	September 2025
Policy Review Date	September 2026
Lead Person	Simon Mearns

Read in conjunction with the exclusion policy.

At Brough Primary School we support all pupils with their behaviour, teaching them what appropriate behaviour is and helping them learn to recognize when their own behaviour does not meet this standard. We believe that, more often than not, poor or negative behaviour is a form of communication and that it is our job to understand the reasons behind the unwanted behaviours and help the child(ren) to self-regulate and modify their own behaviour.

Using a combination of de-escalation strategies, self-regulation approaches and effective communication and relationships between adults and children, we feel that we are able to support pupils to behave appropriately and to recognize their own 'triggers' for unwanted behaviours.

Using the 'Colour Monster' in EYFS and 'Zones of Regulation' through the rest of the school, including in our ERP (Enhanced Resource Provision), children are taught to recognize their own emotions and how these can impact on behaviours.

Aims of this policy

- To create a calm purposeful environment which encourages and reinforces good behaviour *ensuring that all pupils have the opportunity to learn in a calm, safe and supportive environment*
- To develop high standards of work and behaviour.
- To promote the values of respect, co-operation, self-discipline, consideration and responsibility which underpin good behaviour.
- To define what we consider to be unacceptable behaviour, including bullying and discrimination.
- To identify any safeguarding concerns that are the root of any unacceptable behaviour.
- To summarise the roles and responsibilities of different people in the school community with regards to behaviour management.
- To consider what extra support can be offered to groups of pupils who are at a higher risk of exclusion, or pupils who are particularly vulnerable to the impacts of exclusion.
- To encourage consistency of response to both positive and negative behaviour.
- To provide clear guidance to staff, governors, children and parents about the school's code of practice.
- To prevent all forms of bullying amongst children and deal with any incidents, if they do occur, as quickly as possible.

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

- [Behaviour in schools 2024](#)
- [Searching, screening and confiscation at school 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](#)
- [Mobile phones in schools 2024](#)
- [Supporting pupils with medical conditions at school](#)
- [Government to crackdown on bad behaviour and boost attendance](#)

It is also based on the [Special Educational Needs and Disability \(SEND\) Code of Practice](#).

In addition, this policy is based on:

- Section 175 of the [Education Act 2002](#), which outlines a school's duty to safeguard and promote the welfare of its pupils
- Sections 88-94 of the [Education and Inspections Act 2006](#), which require schools to regulate pupils' behaviour and publish a behaviour policy and written statement of behaviour principles, and give schools the authority to confiscate pupils' property
- [DfE guidance](#) explaining that maintained schools must publish their behaviour policy online

Achievements

In order for all children to achieve success at Brough Primary School, it is necessary for children to feel safe and secure, be treated with respect and most importantly, to learn to the best of their ability. Our school behaviour principles reflect this ethos and form the basis of how we recognise and reward pupils.

House Points

Every child in the school has been allocated to a house. The names of these were chosen by the school council and are all names of aircraft that were manufactured at BAE systems in Brough. These are Hawk (red), Dart (blue), Ripon (green) and Baffin (yellow).

Children can be awarded house points for any reason, linked to our whole school behaviour principles and school ethos. They can be awarded by any member of staff. House points will be recorded in the classrooms and shared in our Friday afternoon achievement assembly where a running total will be kept and shared with the whole school. The children can earn treats and rewards based on how many house points they manage to achieve over set periods of time.

Half termly awards

Each half term, we focus on a different whole-school aspect. This is something that all children can succeed in at their age/stage. For example, it could be a focus on the presentation of work, for respecting their learning environment or for applying problem solving skills across the curriculum. The focus will be determined based on the needs of the pupils and will be shared with them in advance of a new half term.

Each week, 2 children per class will be chosen by their teacher to receive a certificate in assembly. This will be presented in our whole school celebration assembly on a Friday afternoon.

Star of the Week Lanyard

Each week, the class teachers choose one child from their class to receive the Star of the Week Lanyard. This is awarded in our Friday afternoon celebration assembly in front of the whole school. The child who wins the lanyard each week gets to wear this around school for the following week, handing it in on a Friday morning for the next person to receive.

A postcard home

A celebration postcard will be awarded to one child per class, per week. The postcard is sent home and remains a surprise to the class until the following Monday when that child has received their postcard at home over the weekend.

Whole School Celebration

On occasion, a whole class, year group or phase may receive a certificate to recognise significant achievement – such as excellent performance in a school production or behaviour on educational visits.

Celebration

If deemed appropriate, individual classes may give additional awards to celebrate green behaviour or achieving a whole class target (i.e. stickers, 'star of the week' teddy bear or marbles in a jar).

In the classroom: rules and routines

Children need to know what is expected of them in the classroom therefore; at the beginning of each academic year classroom rules and routines are established and **prominently** displayed in each classroom so they can be constantly referred to. The classroom rules are made in conjunction with the children so that they feel ownership of the rules.

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

They will:

- Create and maintain a stimulating environment that encourages pupils to be engaged
- Develop a positive relationship with pupils, which may include:
 - ✓ Greeting pupils in the morning/at the start of lessons
 - ✓ Establishing clear routines
 - ✓ Communicating expectations of behaviour in ways other than verbally
 - ✓ Highlighting and promoting good behaviour
 - ✓ Concluding the day positively and starting the next day afresh
 - ✓ Having a plan for dealing with low-level disruption
 - ✓ Using positive reinforcement

Rewards

Our emphasis is on rewards to reinforce good behaviour. We believe that rewards have a motivational role, helping children to see that good behaviour is valued. Whole school rewards include:

- House points, certificates/lanyard and verbal acknowledgements to recognise achieving individuals / whole class (weekly assemblies)
- Postcard that is posted to one child from each class per week.

Other rewards could include:

- Verbal praise e.g. well done for listening.
- Non-verbal praise e.g. thumbs up, smile.
- Individual stickers (younger children).
- Sharing good work and behaviour with other children and staff.

Monitoring Negative Behaviour / Sanctions

At Brough School, we are very proud of our children's excellent behaviour. There are however, occasions when individual children exhibit behaviour which is unacceptable. Our ethos is built upon a commitment to encourage and support children in making positive choices as well as finding the cause of the unwanted behaviours. As part of this approach of rewards and sanctions, all staff use behaviour modification strategies to prevent unacceptable behaviours, forge positive relationships and change individual children's behaviour.

Where significant behaviour concerns arise, these will be dealt with in a manner bespoke to each child ensuring that parents/carers are kept informed at each step. Records of all behavioural incidents will be kept, using CPOMS, and behaviour monitored.

Incidents occurring at lunchtimes are recorded by lunchtime supervisors who ensure that teachers are aware of any incidents that have occurred.

When considering the behaviour of any pupil with SEND, we will carefully consider whether the pupil understood the rule or instruction, and whether they were unable to act differently on account of their SEND. We will then assess if it is appropriate to use a sanction and if so, whether any adjustments need to be made to the sanction.

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

- A verbal reprimand
- Reminder of expected behaviour
- Time out
- Expecting work to be completed at home, or at break or lunchtime
- Referring the pupil to a senior member of staff
- Letters or phone calls home to parents
- Agreeing a behaviour contract

All members of staff need to adhere to the negative behaviour pathway (appendix 2).

The overall purpose of our behaviour management system is to support children with modifying their behaviour, recognizing unwanted behaviours and learning what needs to change. Where sanctions are required, these should be immediate (or as soon after as is possible) and should be discussed with the pupil to ensure they understand the purpose of the sanction.

Sanctions will always be proportionate and communicated clearly to the child and to parents (where appropriate). The purpose of the sanction is always to modify future behaviours and support the child in making better choices in the future.

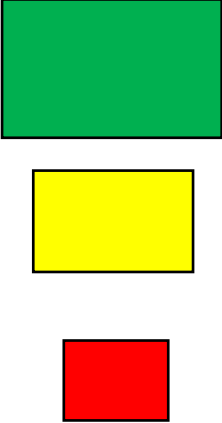
Zones of Regulation

At Brough Primary School we use the zones of regulation in all classes from Y1-Y6. This strategy supports the children to learn to recognise and talk about their own feelings as well as teach them strategies to manage the different zones. Children in EYFS use the 'The Colour Monster' by Anna Llenas to begin to discuss their thoughts and feelings.

It's Good to be Green!

Each classroom has a set of 'traffic lights' coloured green, amber and red. All children begin on the green traffic light but if **they choose not to follow the school's rules** they are moved onto the next coloured traffic light (amber then red).

The aim is to modify the negative behaviour and get back onto green as quickly as possible. All staff encourage 'green behaviour' around school, for example praising 'green' walking or 'green sitting' in assemblies or classrooms.

	<p style="text-align: center;"><u>All year groups</u></p> <p>Green- 'Good to be green' behaviour is shown (verbal warning given if needed).</p> <p>Amber- Reminder given of what 'good to be green' behaviour looks like.</p> <p>Red- Agreed consequence for making a poor choice.</p> <p>Behaviour lead/member of the SLT notified as appropriate. Parents informed (where appropriate).</p>
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Responsibilities

The governing board

The governing body is responsible for:

- Reviewing and approving the written statement of behaviour principles (appendix 1)
- Reviewing this behaviour policy in conjunction with the headteacher
- Monitoring the policy's effectiveness
- Holding the headteacher to account for its implementation

The headteacher

The headteacher is responsible for:

- Reviewing this policy in conjunction with the governing body
- Giving due consideration to the school's statement of behaviour principles (appendix 1)
- 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 CPOMs is reviewed regularly, to make sure that no groups of pupils are being disproportionately impacted by this policy

Parents

Parents and carers, where possible, should:

- Get to know the school's behaviour policy and reinforce it at home where appropriate
- 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, whilst 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.

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 their own behaviour on the school culture and how they can uphold school rules and expectations
- Recording behaviour incidents promptly using CPOMS

- Challenging pupils to meet the school's expectations

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

Pupils

Pupils will be made aware of the following when they join the school and will be reminded regularly:

- 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 standard, and the consequences they will face if they don't meet the standard
- The pastoral support that is available to them to help them meet the behavioural standards

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.

Unacceptable Behaviours

Misbehaviour is defined as:

- Disruption in lessons, in and around the school when moving between rooms, and at break and lunchtimes
- Non-completion of classwork or homework
- Poor attitude
- Incorrect uniform (unless agreed with the headteacher)

Serious misbehaviour is defined as:

- Repeated breaches of the school rules
- Any form of bullying
- Physical violence towards other pupils or staff
- Sexual violence or harassment, meaning unwanted conduct of a sexual nature, such as:
 - Sexual comments
 - Sexual jokes or taunting
 - Physical behaviour like 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
 - Sexual violence, such as rape, assault by penetration, or sexual assault (intentional sexual touching without consent)

- Vandalism
- Theft
- Fighting
- Smoking
- Racist, sexist, homophobic or discriminatory behaviour
- Possession of any prohibited items. These are:
 - Knives or weapons
 - Alcohol
 - Illegal drugs
 - Stolen items
 - Tobacco and cigarette papers
 - E-Cigarettes or vapes
 - Fireworks
 - Pornographic images
 - Possession of a mobile phone in school, other than those held in the school office
 - 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)

Removal from classrooms

Staff will only remove pupils from the classroom once other behavioural strategies have been attempted, unless the behaviour is so extreme as to warrant immediate removal.

Removal can be used to:

- Restore order if the pupil is being unreasonably disruptive
- Allow the disruptive pupil to continue their learning in a managed environment

Pupils will be removed from the classroom for the shortest amount of time possible.

The school will consider an alternative approach to behaviour management for pupils who are frequently removed from class, this will be on a bespoke basis based on the needs of individual pupils.

Bullying

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.

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

TYPE OF BULLYING	DEFINITION
Prejudice-based and discriminatory, including: <ul style="list-style-type: none"> • Racial • Faith-based • Gendered (sexist) • Homophobic/biphobic • Transphobic • Disability-based 	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)

Details of our school’s approach to preventing and addressing bullying are set out in our anti-bullying policy and in the subsequent section on cyber-bullying.

Online safety

At Brough Primary School we recognize that some children and young people spend a significant amount of their time online. A key part of our curriculum is to support them to stay safe online against the four categories of risk:

- **Content** – being exposed to illegal, inappropriate or harmful content, such as pornography, fake news, racism, misogyny, self-harm, suicide, antisemitism, radicalisation and extremism
- **Contact** – being subjected to harmful online interaction with other users, such as peer-to-peer pressure, commercial advertising and adults posing as children or young adults with the intention to groom or exploit them for sexual, criminal, financial or other purposes
- **Conduct** – personal online behaviour that increases the likelihood of, or causes, harm, such as making, sending and receiving explicit images (e.g. consensual and non-consensual sharing of nudes and semi-nudes and/or pornography), sharing other explicit images and online bullying; and
- **Commerce** – risks such as online gambling, inappropriate advertising, phishing and/or financial scams

See our Online Safety policy for further information.

Cyber-bullying

Cyber-bullying takes place online, such as through social networking sites, messaging apps or gaming sites. Like other forms of bullying, it is the repetitive, intentional harming of 1 person or group by another person or group, where the relationship involves an imbalance of power.

To help prevent cyber-bullying, we will ensure that pupils understand what it is and what to do if they become aware of it happening to them or others. We will ensure that pupils know how they can report any incidents and are encouraged to do so, including where they are a witness rather than the victim.

The school will actively discuss cyber-bullying with pupils, explaining the reasons why it occurs, the forms it may take and what the consequences can be. Teaching staff are also encouraged to find opportunities to use aspects of the curriculum to cover cyber-bullying. This includes personal, social, health and economic (PSHE) education, computing and other subjects where appropriate.

All staff, governors and volunteers (where appropriate) receive training on cyber-bullying, its impact and ways to support pupils, as part of safeguarding training.

In relation to a specific incident of cyber-bullying, the school will follow the processes set out in this behaviour policy. Where illegal, inappropriate or harmful material has been spread among pupils, the school will use all reasonable endeavours to ensure the incident is contained.

The DSL (designated safeguarding lead) will report the incident and provide the relevant material to the police as soon as is reasonably practicable, if they have reasonable grounds to suspect that possessing that material is illegal. They will also work with external services if it is deemed necessary to do so.

Examining electronic devices

The headteacher, and any member of staff authorised to do so by the headteacher, can carry out a search and confiscate any electronic device that they have reasonable grounds for suspecting:

- Poses a risk to staff or pupils, and/or
- Is identified in the school rules as a banned item for which a search can be carried out, and/or
- Is evidence in relation to an offence

Before a search, the authorised staff member will:

- Make an assessment of how urgent the search is, and consider the risk to other pupils and staff
- Explain to the pupil why they are being searched, how the search will happen, and give them the opportunity to ask questions about it
- Seek the pupil's cooperation

Authorised staff members may examine, and in exceptional circumstances erase, any data or files on an electronic device that they have confiscated where they believe there is a 'good reason' to do so.

When deciding whether there is a 'good reason' to examine data or files on an electronic device, the staff member should reasonably suspect that the device has, or could be used to:

- Cause harm, and/or
- Undermine the safe environment of the school or disrupt teaching, and/or
- Commit an offence

If inappropriate material is found on the device, it is up to the headteacher to decide on a suitable response. If there are images, data or files on the device that staff reasonably suspect are likely to put a person at risk, they will first consider the appropriate safeguarding response.

When deciding if there is a good reason to erase data or files from a device, staff members will consider if the material may constitute evidence relating to a suspected offence. In these instances, they will not delete the material, and the device will be handed to the police as soon as is reasonably practicable. If the material is not suspected to be evidence in relation to an offence, staff members may delete it if:

- They reasonably suspect that its continued existence is likely to cause harm to any person, and/or
- The pupil and/or the parent refuses to delete the material themselves

If a staff member **suspects** a device **may** contain an indecent image of a child (also known as a nude or semi-nude image), they will:

- **Not** view the image

- Confiscate the device and report the incident to the DSL (or DDSL) immediately, who will decide what to do next. The DSL will make the decision in line with the DfE's latest guidance on [screening, searching and confiscation](#) and the UK Council for Internet Safety (UKCIS) guidance on [sharing nudes and semi-nudes: advice for education settings working with children and young people](#)

Any searching of pupils will be carried out in line with:

- The DfE's latest guidance on [searching, screening and confiscation](#)
- UKCIS guidance on [sharing nudes and semi-nudes: advice for education settings working with children and young people](#)

Any complaints about searching for or deleting inappropriate images or files on pupils' electronic devices will be dealt with through the school complaints procedure.

Use of mobile phones by children

Pupils at Brough Primary School are not permitted to use their mobile phones on the school site. Pupils bringing a mobile phone to school should only do so once the headteacher has given permission (request form completed by parent and signed by headteacher) and phones should be handed into the school office on arrival each morning and collected at the end of the day. All staff are to be vigilant at the start and end of the day to ensure that children have devices turned off until they have left the school site. Pupils who regularly use their device on the school site may lose the required permission to bring it.

The school policy on mobile phones has been developed based on the latest guidance.

The DfE's latest guidance on [Mobile phones in schools](#) can be read here.

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:

- Verbal praise
- Communicating praise to parents/carers via a phone call or written correspondence
- Certificates, post card home or other awards
- Positions of responsibility, such as lunchtime helpers for younger children
- Whole class, year group, phase of sometimes whole school rewards

Off-site behaviour

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 or member of the public

- Could adversely affect the reputation of the school

Where possible, any incidents off-site will be dealt with in the same way as in-school incidents, discussing the unwanted behaviours and working with the pupil to modify future behaviours. This will be determined based on the severity of the behaviour observed, reported or witnessed.

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.

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 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 designated safeguarding lead (DSL) will make a tandem report to children's social care, if appropriate.

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.

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 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 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, 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.

Suspension and Permanent Exclusions

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 or deputy head teacher in the absence of the headteacher and only as a last resort.

Please refer to our exclusions policy for more information

Reasonable Force and Restrictive Interventions

Reasonable Force: Physical contact used by school staff to control or restrain a pupil – always the minimum necessary and only for as long as required.

Restrictive Interventions: Any action, planned or reactive, that limits a pupil's movement, liberty or freedom. This includes physical restraint and other methods that restrict a pupil's ability to act independently.

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 and record sheet shared with headteacher (see record of physical restraint document – appendix 3)

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.

Prior to any use of reasonable force or a restrictive intervention, there will be an emphasis on prevention using a range of strategies. These include early intervention and support when staff can see that a child is escalating, appropriate de-escalation strategies and positive behaviour support, based on the needs of the individual child.

All staff receive regular training in de-escalation strategies to be used across the whole school. Many staff in the school also receive training on appropriate and safe restraint through Team Teach.

A clear recording and reporting system is in place (appendix 3) which covers the time, date, location and approximate duration of the incident, a brief account of the force/restriction used, details of any injuries sustained, an explanation of why forces was required as well as follow up discussions with parents/carers.

Confiscation

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

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

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 who may have more information about the pupil. 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 headteacher, to try to determine why the pupil is refusing to comply.

The authorised member of staff will then decide whether to use reasonable force to search the pupil. This decision will be made on a case-by-case basis, taking into consideration whether conducting the search will prevent the pupil harming themselves or others, damaging property or causing disorder.

The authorised member of staff can use reasonable force to search for any prohibited items identified in section 3, but not to search for items that are only identified in the school rules.

The authorised member of staff may use a metal detector to assist with the search.

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 earlier in this policy
- If they believe that a search has revealed a safeguarding risk

All searches for prohibited items (listed earlier in this policy), 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 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.

Pupil support

The school recognises its legal duty under the Equality Act 2010 to prevent pupils with a protected characteristic from being at a disadvantage. Consequently, our approach to challenging behaviour may be differentiated to cater to the needs of the pupil.

The school's special educational needs co-ordinator will 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, the behaviour support team, 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 to create the plan and review it on a regular basis.

The school will anticipate likely triggers of misbehaviour and put in place support to try to prevent them.

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.

Pupil transition

To ensure a smooth transition to the next year, pupils have transition sessions with their new teacher(s). In addition, staff members hold transition meetings.

To ensure behaviour is continually monitored and the right support is in place, information related to pupil behaviour issues may be transferred to relevant staff at the start of the term or year.

Training

Our staff are provided with training on managing behaviour, including de-escalation techniques. Many staff undertake training on the proper use of restraint. Behaviour management will also form part of continuing professional development.

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 balance their legal duties when making decisions about enforcing the behaviour policy. The legal duties include:

- Taking reasonable steps to avoid causing any substantial disadvantage to a disabled pupil 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.

Adapting sanctions for pupils with SEND

When considering a behavioural sanction for a pupil with SEND, the school will take into account 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 questions is yes, it may be unlawful for the school to sanction the pupil for the behaviour.

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

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 to create the plan and review it on a regular basis.

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 relevant local authority to discuss the issue. If appropriate, the school may request an emergency review of the EHC plan.

Monitoring and evaluating school behaviour

The school will collect data on the following:

- Behavioural incidents, including removal from the classroom
- Attendance, permanent exclusion and suspension
- Use of pupil support units, off-site directions and managed moves
- Incidents of searching, screening and confiscation

- Anonymous surveys for staff, pupils, governors, trustees and other stakeholders on their perceptions and experiences of the school behaviour culture

The data will be analysed every term by the headteacher or behaviour leader. 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 it.

Monitoring this policy

This behaviour policy will be reviewed by the behaviour leader, headteacher and the governing body at least annually, or more frequently, if needed, to address findings from the regular monitoring of the behaviour data. At each review, the policy will be approved by the headteacher.

The written statement of behaviour principles (appendix 1) will be reviewed and approved by the governing body annually.

Links with other policies

This behaviour policy is linked to the following policies:

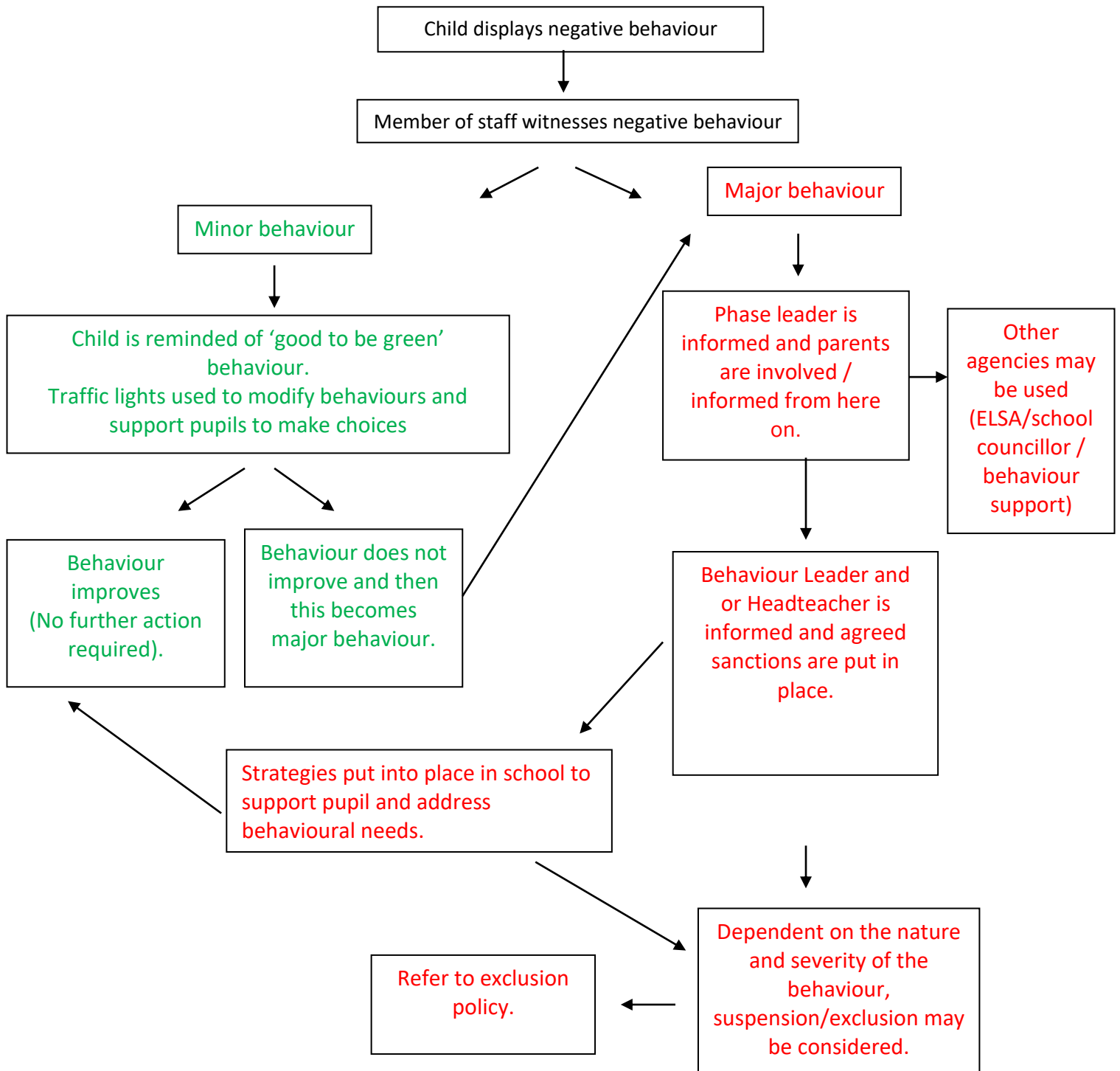
- Suspension and Exclusion policy
- Child protection and safeguarding policy
- Physical Intervention policy
- Mobile phone policy

Appendix 1: written statement of behaviour principles

- Every pupil understands they have the right to feel safe, valued and respected, and to be able to learn free from the disruption of others
- All pupils, staff and visitors are free from any form of discrimination
- Staff and volunteers set an excellent example to pupils at all times
- Rewards, sanctions and reasonable force are used consistently by staff, in line with the behaviour policy
- The behaviour policy is understood by pupils and staff
- The exclusions policy explains that exclusions will only be used as a last resort, and outlines the processes involved in suspensions and exclusions
- Pupils are helped to take responsibility for their actions
- Families and carers are involved in the handling of behaviour incidents to foster good relationships between the school and pupils' home life

The governing board also emphasises that violence or threatening behaviour will not be tolerated in any circumstances.

Appendix 2: Negative Behaviour Pathway



All behaviour incidents should be recorded on CPOMS, and all should be marked for the attention of the headteacher and the behaviour lead.



Brough Primary School
Record of Physical Restraint / Use of Force



Name of Child:				Date:
Year Group / Class:				Time:
Name of Staff Member(s)				Location:
Guided Walk	1-person hold	2-person hold	Length of time held	Any other staff present:

Details of behaviours/incident

(please include a chronological sequence of events leading to the behaviours/incident)

Build up:	Crisis:
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Calming time/resolution:	De-escalation strategies used:
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Reason for physical intervention	Please tick all appropriate
Prevent a pupil harming another person (including staff or fellow pupil)	
Prevent a pupil harming themselves	
Prevent a pupil engaging in serious disorder and disruption to a lesson / school event / on a school trip	
Remove a child from a classroom where they have refused to follow an instruction to leave	
Conduct a search without consent for knives, weapons, alcohol, illegal drugs, stolen items, tobacco, cigarette papers, fireworks, pornographic images, any article which is likely to be used to commit an offence / cause injury / cause damage to property	

Level of risk: Low / Moderate / High (*please circle*)
Type of risk: Assault on pupil / Assault on staff / Risk to self / Absconsion / Damage to property / Other
 (please specify) (*please circle*)

Details of restraint(s) / Moves / Reasonable Force used (if further details required):

Were any injuries sustained?

By the pupil?	By staff members?
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If yes then how were these dealt with/recorded?	If yes then how were these dealt with/recorded?
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Date/Time parents were informed:

Outcome from discussion with parents:

Follow up with pupil (where appropriate):

Signature of member of staff completing form	Signature	Date
Signature of Head Teacher / Deputy Head Teacher / Assistant Head Teacher	Signature	Date