



Holley Park Academy
Behaviour Policy

Agreed: Autumn 2020
By: Trust Board

Mrs S Richards: Executive Headteacher

Mr D Dent: Chair of the Trust

Review date: Autumn 2021

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Statement of intent

Holley Park Academy believes that, in order to facilitate teaching and learning, acceptable behaviour must be demonstrated in all aspects of Academy life.

The Academy acknowledges that behaviour can sometimes be the result of developmental, mental health, other needs or vulnerabilities, and will address these needs via an individualised graduated response.

The Academy is committed to:

- Promoting desired behaviour.
- Promoting self-esteem, self-discipline, proper regard for authority, and positive relationships based on mutual respect.
- Ensuring equality and fair treatment for all.
- Praising and rewarding good behaviour.
- Challenging and disciplining misbehaviour.
- Providing a safe environment, free from disruption, violence, discrimination, bullying and any form of harassment.
- Encouraging positive relationships with parents.
- Developing positive relationships with pupils to enable early intervention.
- A shared approach which involves pupils in the implementation of the Academy's policy and associated procedures.
- Promoting a culture of praise and encouragement in which all pupils can achieve.

Legal framework

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Education Act 1996
- Education Act 2002
- Equality Act 2010
- Educations and Inspections Act 2006
- Health Act 2006
- The Academy Information (England) Regulations 2008
- DfE (2016) 'Behaviour and discipline in Schools'
- DfE (2018) 'Sexual violence and sexual harassment between children in Schools and colleges'
- DfE (2018) 'Mental health and behaviour in Schools'
- DfE (2015) 'Special educational needs and disability code of practice: 0 to 25 years'
- DfE (2013) 'Use of reasonable force'
- Voyeurism (Offences) Act 2019

This policy operates in conjunction with the following Academy policies:

- Anti-Bullying Policy
- E-Safety Policy
- Social, Emotional and Mental Health (SEMH) Policy
- Special Educational Needs and Disabilities (SEND) Policy
- Child Protection and Safeguarding Policy
- Exclusion Policy
- Drug and Alcohol Policy
- Physical Restraint and Reasonable Force Policy
- Complaints Procedures Policy
- Searching, Screening and Confiscation Policy

Roles and responsibilities

The Trust Board and Governing Body has overall responsibility for:

- The monitoring and implementation of this Behavioural Policy and of the behaviour procedures at the Academy.
- This includes the policy's effectiveness in addressing any SEMH-related drivers of poor behaviour.
- Ensuring that this policy, as written, does not discriminate on any grounds, including, but not limited to, age, disability, gender reassignment, marriage and civil partnership, race, religion or belief, sex and sexual orientation.
- Promoting a whole-Academy culture where calm, dignity and structure encompass every space and activity.
- Handling complaints regarding this policy, as outlined in the Academy's Complaints Procedures Policy.

The Executive Headteacher is responsible for:

- Establishing the standard of behaviour expected by pupils at the Academy.
- Determining the Academy rules and any consequences for breaking the rules.
- The day-to-day implementation of this policy.
- Publishing this policy and making it available to staff, parents and pupils at least once a year.
- Reporting to the Trust Board and Governing Body on the implementation of this Behavioural Policy, including its effectiveness in addressing any SEMH-related issues that could be driving disruptive behaviour.

The Mental Health lead is responsible for:

- Supporting the whole-academy approach to mental health, including how this is reflected in the Academy's Behavioural Policy, how staff are supported with managing pupils with SEMH-related behavioural difficulties, and how the Academy engages pupils and parents with regards to the behaviour of pupils with SEMH difficulties.
- Collaborating with the SENDCO, Executive Headteacher and Governing Body, as part of the SSLT, to outline and strategically develop behavioural and SEMH policies and provisions for the Academy.
- Coordinating with the SENDCO and SSLT to provide a high standard of care to pupils who have SEMH-related difficulties that affect their behaviour.
- Liaising with the Operations Manager on the deployment of the Academy's budget and other resources, such as pupil premium, to effectively meet the needs of pupils with SEMH-related behavioural difficulties.
- Providing professional guidance to colleagues about SEMH difficulties and the links with behaviour, and working closely with staff, parents and other agencies, including SEMH charities.
- With the support of the SENDO, refer pupils with SEMH-related behavioural difficulties to external services, e.g. specialist children and young people's mental health services (CYPS), to receive additional support where required.
- As part of the SEND team, oversee the outcomes of interventions on pupils' behaviour, education and overall wellbeing.
- Liaising, with the support of the SENDCO, with parents of pupils with SEMH-related behavioural difficulties, where appropriate.
- Liaising, with the support of the SENDCO, with other schools, educational psychologists, health and social care professionals, and independent or voluntary bodies.
- Liaising, with the support of the SENDCO, with potential future providers of education, such as secondary school teachers, to ensure that pupils and their parents are informed about options and a smooth transition is planned.
- Leading CPD on mental health and behaviour.

The SENDCO is responsible for:

- Collaborating with the Governing Body, Executive Headteacher and the mental health lead, as part of the SSLT, to determine the strategic development of behavioural and SEMH policies and provisions in the Academy.
- Undertaking day-to-day responsibilities for the successful operation of the behavioural and SEMH policies to support pupils with SEND.
- Supporting teachers in the further assessment of a pupil's strengths and areas for improvement and advising on the effective implementation of support.

Teaching staff are responsible for:

- Being aware of the signs of SEMH-related behavioural difficulties.
- Planning and reviewing support for their pupils with SEMH-related behavioural difficulties in collaboration with parents, the SENDCO and, where appropriate, the pupils themselves.
- Setting high expectations for every pupil and aiming to teach them the full curriculum, whatever the prior attainment.
- Planning lessons to address potential areas of difficulty to ensure that there are no barriers to every pupil achieving their full potential, and that every pupil with SEMH-related behavioural difficulties will be able to study the full national curriculum.
- Being responsible and accountable for the progress and development of the pupils in their class.
- Being aware of the needs, outcomes sought, and support provided to any pupils with SEMH-related behavioural difficulties.
- Keeping the relevant figures of authority up-to-date with any changes in behaviour. The relevant figures of authority include: SENDCO/Executive Headteacher/Headteacher/Subject Leader.

All members of staff, volunteers and support staff are responsible for:

- Adhering to this policy and ensuring that all pupils do too.
- Promoting a supportive and high-quality learning environment, and for modelling high levels of behaviour.

Pupils are responsible for:

- Their own behaviour both inside the Academy and out in the wider community.
- Reporting any unacceptable behaviour to a member of staff.

Parents are responsible for the behaviour of their child(ren) inside and outside of the Academy.

Definitions

For the purpose of this policy, the Academy defines "serious unacceptable behaviour" as any behaviour which may cause harm to oneself or others, damage the reputation of the Academy within the wider community, and/or any illegal behaviour, including, but not limited to, the following:

- **Discrimination** – not giving equal respect to an individual on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation
- **Harassment** – behaviour towards others which is unwanted, offensive and affects the dignity of the individual or group of individuals
- **Vexatious behaviour** – deliberately acting in a manner so as to cause annoyance or irritation
- **Bullying** – a type of harassment which involved criticism, personal abuse or persistent actions which humiliate, intimidate, frighten or demean the individual
- **Cyberbullying** – the use of electronic communication to bully a person, typically by sending messages of an intimidating or threatening nature
- Possession of legal or illegal drugs, alcohol or tobacco
- Possession of banned items
- Truancy

- Refusing to comply with disciplinary sanctions
- Theft
- Swearing, racist remarks or threatening language
- Fighting or aggression

For the purpose of this policy, the Academy defines “low level unacceptable behaviour” as any behaviour which may disrupt the education of the perpetrator and/or other pupils, including, but not limited to, the following:

- Lateness
- Low level disruption and talking in class
- Failure to complete classwork
- Rudeness
- Refusing to complete homework, incomplete homework, or arriving at the Academy without homework
- Use of mobile phones without permission
- Graffiti

“Unacceptable behaviour” may be escalated as “serious unacceptable behaviour”, depending on the severity of the behaviour.

“Challenging behaviour” is defined as:

- Discriminative abuse
- Verbal abuse
- Bullying
- Persistent disobedience or destructive behaviour
- Extreme behaviour – e.g. violence, running away from the Academy, vandalism
- Any behaviour that threatens safety or presents a serious danger
- Any behaviour that seriously inhibits the learning of pupils
- Any behaviour that requires the immediate attention of a staff member

Smoking and controlled substances

In accordance with part 1 of the Health Act 2006, this Academy is a smoke-free environment. This includes all buildings, out-buildings, playgrounds, playing fields and sheltered areas. Parents, visitors and staff are instructed not to smoke on Academy grounds and should avoid smoking in front of pupils and/or encouraging pupils to smoke. Pupils are not permitted to bring smoking materials or nicotine products to the Academy. This includes, but is not limited to, cigarettes, e-cigarettes, vapes, lighters, matches or pipes. In the interest of health and hygiene, the Academy requests that people refrain from smoking outside the Academy gates.

The Academy has a zero-tolerance policy on illegal drugs and legal highs. Pupils and staff are required to follow the Academy’s Drug and Alcohol Policy.

Following the identification and confiscation of a controlled substance, the staff member will seal the sample in a plastic bag and include details of the date and time of the confiscation and any witness/witnesses present. The staff member will store the sample securely in the school office.

The incident will be reported to the police immediately. The police will then collect the item and deal with it inline with their agreed protocols. The Academy will not hesitate to name the pupil from whom the drugs were taken to the police, and a full incident report will be completed.

Any further measures will be undertaken in line with the Academy’s Child Protection and Safeguarding Policy.

Where controlled substances are found on Academy trips away from the Academy premises, the parents of the pupil, as well as the local police, will be notified.

Prohibited sexual harassment

The Academy prohibits all forms of sexual discrimination including sexual harassment, gender-based bullying and sexual violence.

Types of conduct that are prohibited in the Academy and may constitute sexual harassment under this Policy include, but are not limited to, the following:

- Unwelcome sexual flirtations or propositions, invitations or requests for sexual activity
- Sexual comments, such as making lewd comments or sexual remarks about clothing and appearance, and calling someone sexualised names
- Sexual “jokes” or taunting, threats, verbal abuse, derogatory comments or sexually degrading descriptions
- Unwelcome communication that is sexually suggestive, degrading or implies sexual intentions, including written, verbal, online, etc.
- Physical behaviour, such as deliberately brushing against, grabbing, massaging or stroking an individual’s body
- Taking, displaying, or pressuring individuals into taking photos of a sexual nature
- Exposing, or causing exposure of, underclothing, genitalia, or other body parts that are normally covered by an individual, through means including, but not limited to, mooning, streaking, “up skirting”, “down blousing”, or flashing
- Purposefully cornering or hindering an individual’s normal movements
- Engaging in the improper use of Academy-owned devices and the internet including, but not limited to, the following:
 - Accessing, downloading or uploading pornography
 - Sharing pornography via the internet or email
 - Creating or maintaining websites with sexual content
 - Participating in sexual discussions through email, chat rooms, instant messaging, social media, mobile phone or tablet apps, or any other form or electronic communication

The Academy will respond promptly and appropriately to any sexual harassment complaints in line with the Child Protection and Safeguarding Policy; appropriate steps will be taken to stop the harassment and prevent any reoccurrence.

Punishments for incidents of sexual harassment will be determined based on the nature of the case, the ages of those involved and any previous related incidents.

The Academy will address the effects of harassment and will provide counselling services for victims, or academic support services if the harassment has affected performance.

Items banned from the Academy premises

The following items are banned from the Academy premises:

- Fire lighting equipment:
 - Matches, lighters, etc.
- Drugs and smoking equipment:
 - Cigarettes
 - Tobacco
 - Cigarette papers
 - Electronic cigarettes (e-cigs)
 - Alcohol
 - Solvents
 - Any form of illegal drugs
 - Any other drugs, except medicines covered by the prescribed medicines procedure
- Weapons and other dangerous implements or substances:
 - Knives
 - Razors
 - Catapults
 - Guns (including replicas and BB guns)
 - Laser pens
 - Knuckle dusters and studded arm bands
 - Whips or similar items
 - Pepper sprays and gas canisters
 - Fireworks

- Dangerous chemicals
- Other items:
 - Liquid correction fluid
 - Chewing gum
 - Caffeinated energy drinks
 - Offensive materials (i.e. pornographic, homophobic, racist, etc.)
 - Aerosols including deodorant and hair spray

Searching

All members of staff can use their power to search without consent for any of the items listed above. Searches will be conducted by a same-sex member of staff, with another same-sex staff member as a witness, unless there is a risk that serious harm will be caused to any person(s) if the search is not done immediately, and it is not practicable to summon another member of staff.

Staff members may instruct a pupil to remove outer clothing, including hats, scarves, boots and coats.

A pupil's possessions will only be searched in the presence of the pupil and another member of staff, unless there is a risk that serious harm will be caused to any person(s) if the search is not done immediately, and it is not practicable to summon another member of staff.

A staff member carrying out a search can confiscate anything upon which they have reasonable grounds to suspect is a prohibited item.

The Academy is not liable for any damage to, or loss of, any confiscated item.

The police will be contacted if any weapons, knives, illegal substances and extreme or child pornography are discovered by a member of staff. For all other items, it is at the discretion of the member of staff to decide if, and when, an item will be returned to a pupil.

Parents will be informed of any confiscated item and may be required to collect the item (unless the item relates to alcohol, illegal drugs or tobacco), from the Academy office.

The Executive Headteacher will always be notified when any item is confiscated.

Staff will follow the provisions outlined in the Academy's Searching, Screening and Confiscation Policy when conducting searches and confiscating items.

Effective classroom management

The Academy understands that well-managed classrooms:

- Start the year with clear sets of rules and routines that are understood by all pupils.
- Establish agreed rewards and positive reinforcements.
- Establish consequences for misbehaviour.
- Establish clear responses for handling behavioural problems.
- Encourage respect and development of positive relationships.
- Make effective use of the physical space available.
- Have well-planned lessons with a range of activities to keep pupils stimulated.

Subject to reasonable adjustments (e.g. those made for pupils whose SEND may affect their behaviour),

Pupils will be expected to follow the Academy Pupil Code of Conduct which requires pupils to:

- Conduct themselves around the Academy premises in a safe, sensible and respectful manner.
- Arrive to lessons on time and fully prepared.
- Follow reasonable instructions given by staff.
- Behave in a reasonable and polite manner towards all staff and pupils.
- Show respect for the opinions and beliefs of others.
- Complete classwork as requested.
- Hand in homework at the time requested.
- Report unacceptable behaviour.
- Show respect for the Academy environment.

Well-managed classrooms are paramount to preventing disruptive and challenging behaviour – the Academy establishes four core areas to effective classroom management which each contribute to preventing behaviour problems, these are as follows:

- Classroom rules

- Routines
- Praise
- Rewards

Classroom rules

Teachers establish classroom rules on an annual basis in conjunction with pupils which define what is acceptable behaviour and consequences if rules are not adhered to. Teachers ensure that classroom rules are always clear, comprehensive and enforceable.

Attention is given to how rules are worded – teachers ensure they use positive language rather than negative, e.g. “I will act respectfully towards my peers and teachers”, rather than “do not act disrespectfully towards your peers and teachers”. Before committing to the classroom rules, teachers ensure that all pupils fully understand what they involve and what is expected of them. Teachers explain the rationale behind the rules in order to help pupils understand why rules are needed. Rules are placed on the classroom walls to ensure they are visible to pupils at all times, and they are regularly reinforced within the classroom, e.g. before any lesson activity. Teachers explain clearly to pupils what will happen if they breach any of the rules so they are aware of the consequences that may be imposed. At the beginning of the Academy year, once the classroom rules have been devised, pupils are provided with a Classroom Rules Agreement which they are required to read and sign – for younger pupils, parents will read this with them and sign on their behalf. All rules are applicable to pupils’ behaviour elsewhere on the Academy premises and outside of the Academy – teachers ensure pupils understand this.

Routines

The Academy understands that pupils work best when there is an established routine, and that some behavioural problems can arise as a result of a lack of a consistent routine.

Teachers establish classroom routines at the beginning of the academic year in conjunction with pupils and revisit these daily.

Routines may include activities such as the following:

- Washing hands
- Handing out exercise books and pens/pencils at the beginning of the lesson
- Writing lesson objectives down
- Putting chairs under their desks at the end of the day

Once a routine has been established, the teacher models this for pupils to ensure they understand it.

Routines are displayed alongside the classroom rules on the wall so that they are clearly visible to pupils.

Teachers explain the rationale behind the routine to help pupils understand why it is needed, as well as the consequences that will be imposed if a pupil does not adhere to the routine.

Teachers ensure that the routine remains consistent and is practised throughout the year to create a more productive and enjoyable environment.

Praise

The Academy recognises that praise is key to making pupils feel valued and ensuring that their work and efforts are celebrated. Whilst it is important to receive praise from teachers, the Academy also understands that peer praise is effective for creating a positive and fun environment, and value amongst pupils.

When giving praise, teachers ensure:

- They define the behaviour that is being rewarded.
- The praise is given immediately following the desired behaviour.
- The way in which the praise is given is varied.
- Praise is related to effort, rather than only work produced.
- Perseverance and independence are encouraged.

Teachers ensure that praise is not given continuously without reason and only when a pupil’s efforts, work or behaviour needs to be recognised.

Praise that is given is always sincere and is never followed with immediate criticism.

Teachers encourage pupils to praise one another, and praise another pupil to the teacher, if they see them

modelling good behaviour.

Rewards

The Academy understands that when rewards are used following certain behaviour, pupils are more likely to model the same behaviour again. For rewards to be effective, the Academy recognises that they need to be:

- **Immediate** – immediately rewarded following good behaviour.
- **Consistent** – consistently rewarded to maintain the behaviour.
- **Achievable** – keeping rewards achievable to maintain attention and motivation.
- **Fair** – making sure all pupils are fairly rewarded

The Academy uses three different categories of rewards – these are:

- **Social** – praise and recognition, e.g. a positive phone call or email home.
- **Physical** – material rewards, e.g. tokens, stickers or certificates.
- **Activity** – activity-based rewards, e.g. extra play, free time.

Teachers may implement different types rewards as they see fit with approval from the Executive Headteacher or Headteacher; however, as a general rule, the following rewards are used:

- Tokens and stickers
- Certificates
- Free time
- Roles of responsibility, e.g. library monitor
- Class celebrations
- Phone calls and emails home
- Extra breaktime (whole class)
- Special privilege, e.g. top table

Positive relationships and approach

Positive teacher-pupil relationships are key to combatting challenging behaviour. The Academy focuses heavily on forming these relationships to allow teachers to understand their pupils and create a strong foundation from which behavioural change can take place.

Teachers will enforce a number of strategies to establish positive relationships with their pupils – these may include:

- Welcoming pupils as they enter the classroom.
- Ensuring pupils understand what is expected of them.
- Creating a positive environment where every pupil feels comfortable and respected.
- Showing an interest in each pupil's interests, talents, goals, likes and dislikes, and their family.
- Engaging with pupils during lunchtime and breaktime.
- Focusing on using positive language when interacting with pupils to guide them towards positive outcomes rather than highlighting their mistakes.

Within the classroom, teachers establish clear expectations for manners and respect for pupils – this includes:

- Acknowledging and giving praise when a pupil demonstrates good manners.
- Encouraging pupils to treat others with respect by modelling the desired behaviour.
- Informing pupils of the importance of treating others the same way they like to be treated.
- Role playing various situations to demonstrate appropriate responses, so they understand how to act in a given context.
- Teaching pupils the importance of showing respect to each other – wall of kindness.

The Academy aims to create a safe and calm environment in which positive mental health and wellbeing is promoted and pupils are taught to be resilient, reducing the likelihood of SEMH-related behavioural issues.

The Academy aims to promote resilience as part of a whole-Academy approach, using the following methods:

- **Culture, ethos and environment** – the health and wellbeing of pupils and staff is promoted through the informal curriculum, including leadership practice, policies, values and attitudes, alongside the social and physical environment

- **Teaching** – the curriculum is used to develop pupils’ knowledge about health and wellbeing
- **Community engagement** – the Academy proactively engages with parents, outside agencies and the wider community to promote consistent support for pupils’ health and wellbeing

Positive mental wellbeing will be promoted through:

- Teaching in health education and PSHE
- Counselling
- Positive classroom management
- Developing social skills
- Working with parents
- Peer support

Where vulnerable pupils or groups are identified, provision will be made to support and promote their positive mental health. The Academy’s SEMH Policy outlines the specific procedures that will be used to assess these pupils for any SEMH difficulties that could affect their behaviour.

The classroom environment

In order to prevent poor behaviour, the Academy understands that a well-structured environment is paramount.

Teachers employ strategic seating arrangements to prevent poor behaviour and enable it to be noticed early – this includes:

- Seating those who frequently model poor behaviour closest to, and facing, the teacher.
- Seating those who frequently model poor behaviour away from each other.
- Ensuring the teacher can see pupils’ faces, that pupils can see one another, and that they can see the board.
- Ensuring the teacher can move around the room so that behaviour can be monitored effectively.

Wherever possible, teachers avoid standing with their backs to pupils and ensure they have full view of the room at all times.

Before starting lessons, teachers ensure they have the full attention of all pupils, then explain the task clearly so all pupils understand what they are supposed to be doing.

Teachers establish different methods for regaining pupils’ attention, e.g. clapping hands twice means pupils must stop what they are doing and look at the teacher – any methods teachers use are made clear to pupils from the outset.

Understanding behaviour

Where pupils frequently display negative behaviour, the Academy uses the behaviour consequence (ABC) analysis to determine appropriate support – this involves:

- **(A)**: what happens before the behaviour occurs.
- **(B)**: the behaviour that occurs.
- **(C)**: the positive or negative results of the behaviour.

Using the ABC analysis, staff are able to identify when the behaviour is likely to occur, and the support that needs to be put in place to minimise consequences and disruption.

When conducting the ABC analysis, staff will ask themselves the following questions to ensure the analysis is effective:

- What appears to be the underlying cause of the pupil’s behaviour?
- Where and when does the pupil display this behaviour?
- What are the triggers of the behaviour?
- What acceptable behaviour can the pupil use to ensure their needs are met?
- What strategies can be implemented for behaviour change?
- How can the pupil’s progress be monitored?

De-escalation strategies

Where negative behaviour is present, staff members will implement de-escalation strategies to diffuse the situation – this includes the following (all staff have attended De-escalation training and some staff are also trained in Team Teach) :

- Appearing calm and using a modulated, low tone of voice
- Using simple, direct language
- Avoiding being defensive, e.g. if comments or insults are directed at the staff member
- Providing adequate personal space and not blocking a pupil's escape route
- Showing open, accepting body language, e.g. not standing with their arms crossed
- Reassuring the pupil and creating an outcome goal
- Identifying any points of agreement to build a rapport
- Offering the pupil a face-saving route out of confrontation, e.g. that if they stop the behaviour then the consequences will be lessened
- Rephrasing requests made up of negative words with positive phrases, e.g. "if you don't return to your seat, I won't help you with your work" becomes "if you return to your seat, I can help you with your work"

Intervention

Key staff have been trained in Team Teach and all staff have been trained in de-escalation strategies. In line with the Academy's Physical Restraint and Reasonable Force Policy, all members of staff have the legal right to use reasonable force to prevent pupils from committing an offence, injuring themselves or others, or damaging Academy property, and to maintain good order and discipline in the classroom.

Physical restraint may be appropriate in the following situations:

- A pupil attacks a member of staff or another pupil
- A pupil tries to, or does, conduct deliberate damage or vandalism to property
- A pupil is causing, or is at risk of causing, injury or damage by accident, by rough play or by misuse of dangerous materials or objects
- A pupil is running on a corridor or stairway in a way that may cause an accident or injury to themselves or others
- A pupil leaves the classroom, or tries to leave the classroom or Academy premises, at an unauthorised time – only where doing so may lead to a risk of injury, property damage or serious disruption
- A pupil is behaving in a way that is seriously disrupting a lesson, event or educational visit
- A pupil is behaving a way that is seriously compromising good order and discipline
- A pupil persistently refuses to obey an order to leave the classroom

Physical restraint will only be used as a last resort and as a method of restraint. Staff members will use their professional judgement of the incident to decide whether physical intervention is necessary.

All staff will attempt to use the de-escalation strategies before the use of physical intervention; however, the Academy understands that intervention may be the only resolution in some severe incidents, such as violence or where there is an immediate risk of injury.

The headteacher and other authorised members of staff are permitted to use reasonable force when conducting a search without consent for certain prohibited items, including the following:

- Knives
- Weapons
- Illegal drugs
- Stolen items
- Tobacco and cigarette papers
- Fireworks
- Pornographic images
- Any articles that have been used, or could be used, to commit an offence or harm

Though members of staff can search for all the items listed in section 6 of this policy, reasonable force will only be used, if necessary, to search for the items listed.

Any physical intervention used will be conducted in line with the Physical Restraint and Use of Reasonable Force Policy. Wherever possible, staff will ensure that a second member of staff is present to witness the Physical intervention used.

After an instance of physical intervention, the pupil will be immediately taken to the Executive Headteacher

or Headteacher and the pupil's parents will be contacted – parents may be asked to collect the pupil and take them home for the rest of the day.

Any violent or threatening behaviour will not be tolerated by the Academy and may result in a fixed-term exclusion in the first instance. It is at the discretion of the Executive Headteacher as to what behaviour constitutes for an exclusion.

When using reasonable force in response to risks presented by incidents involving pupils with SEND or medical conditions, the Academy will recognise and consider the vulnerability of these groups.

Managing behaviour

Instances of poor behaviour are taken seriously and dealt with immediately. Where de-escalation strategies are not effective, the Academy adopts a four-stage process for handling challenging incidents.

The Executive Headteacher will keep a record of all reported incidents to help identify pupils whose behaviour may indicate potential mental health problems.

After an initial incident of negative behaviour, the following sanctions are implemented:

- The pupil is spoken to by the member of staff who witnessed the negative behaviour. They explain why the behaviour is unacceptable and states the consequences if it continues. The pupil will be encouraged to apologise.
- If the poor behaviour continues, the pupil may be moved to a separate table within the classroom.
- If the pupil continues to disrupt the class, a senior member of staff will be sent for and the pupil will be removed from the class to be spoken to.
- The senior member of staff will investigate the incident and decide whether or not it constitutes as challenging behaviour.
- If the senior member of staff deems the behaviour to be challenging, they will record the incident in the Behaviour Log. The behaviour will also be recorded on CPOMS.
- The pupil will be moved to a 'time-out' area (HT's office, a different classroom) – the senior member of staff will determine the length of the period spent there.
- The pupil's parents will be informed and the incident discussed either via phone call or through a face to face conversation.
- Parents will be made aware that a repeat offence will result in the pupil being carefully monitored.
- If a pupil already has an existing Behaviour Support Plan, this will be reviewed.
- Victims of any challenging behaviour will be offered the opportunity for further discussion/support from an appropriate member of staff.

Following a second incident of challenging behaviour, the following consequences are implemented:

- The Executive Headteacher/Headteacher will be informed and they will remove the pupil from the classroom and the incident will be logged in the Behaviour Log. The behaviour will also be recorded on CPOMS.
- Parents will be invited into school to discuss strategies for working together to improve the behaviour of the pupil (any issues at home will also be taken into consideration). The pupil will attend the meeting once this has been agreed and the plan explained to them, along with support, rewards and consequences, e.g. referral to an outside agency, working in another class, possible exclusion.
- The pupil will be given a set period of time to improve their behaviour (depending on whether the behaviour is a result of outside factors or not).
- At the end of the specified period, the pupil will meet with the Executive Headteacher/Headteacher for a review.
- If the Executive Headteacher/Headteacher is not satisfied with the pupil's behaviour during the specified period, it will be moved to the next stage (depending on whether the child has been moved to a Behaviour Support Plan).

Following a third incident of challenging behaviour, the following consequences are implemented:

- The Executive Headteacher/Headteacher will consider whether the pupil should be excluded (for a fixed term) in line with the Academy's Exclusion Policy and determine the length of the exclusion.
- Although challenging behaviour does not necessarily mean a pupil has SEND, an assessment will be carried out at this stage to determine whether there are any undiagnosed learning or

communication difficulties, or mental health issues that may be contributing to the pupil's behaviour.

- Where a pupil is identified as having SEMH difficulties, SEND support will be put in place from the Academy's notional SEND budget.
- SEND support, which outlines a specific programme of graduated adjustments, interventions and support relevant to the pupil's needs, will consist of the following three stages:
 - **Stage 1: Universal support** – the adjustments, interventions and support accessible to all pupils that is delivered at a whole-Academy level.
 - **Stage 2: Selected support** – the support and interventions delivered using the Academy's resources, led by the SENDCO.
 - **Stage 3: Targeted support** – the support and interventions for pupils who have more complex and enduring SEMH needs.
- Where the decision to implement an individualised graduated response has been unsuccessful, the Academy will consider whether to request an EHCP assessment, in line with the Academy's SEND Policy. This could lead to the creation of an EHCP.
- Where SEND is not identified, but the Executive Headteacher/Headteacher determines that support is still required for the pupil, an Individual Support Plan will be created to outline the necessary provisions in place.
- The class teacher and SENDCO will consider a Behaviour Support Plan and may seek advice through an Early help referral or Social Services. .

Following a fourth incident of challenging behaviour, the following consequences are implemented:

- The Executive Headteacher will enforce a fixed-term exclusion in line with the Academy's Exclusion Policy.
- When the pupil returns to the Academy, the Executive Headteacher, pupil and parents will agree, in writing, a strategy for identifying instances of challenging behaviour and how to avoid them.
- When returning to the Academy, the pupil will have an individual behavioural plan in place.
- Parents will be made aware, in writing, that a further incident could result in permanent exclusion.

For punishments to be lawful, the Academy will ensure that:

- The decision to punish a pupil is made by a paid member of Academy staff, or a member of staff authorised to do so by the Executive Headteacher.
- The decision to punish a pupil is made on the Academy premises or whilst the pupil is under the charge of a member of staff, such as during an educational trip/visit.
- The decision to punish a pupil is reasonable and will not discriminate on any grounds – as per the Equality Act 2010.

The Academy will ensure that all punishments are reasonable in all circumstances, and will consider the pupil's age, religious requirements, SEMH needs and any SEND.

Time-out areas

The Academy may decide to move pupils to a separate room away from other pupils or their peers for a limited period – these are known as time-out areas.

The Academy will only move pupils to time-out areas where absolutely necessary, and where the process has failed to resolve the behaviour issue OR if the pupil needs time out as a regulation exercise.

The Academy will ensure that pupil's health and safety is not compromised during their time in the time-out areas, and that any additional requirements, such as SEND needs, are met.

The amount of time that a pupil spends in the time-out area is up to the Academy to decide. This could be for more than one Academy day or as advised by an external agency, e.g. AOT.

The Academy will ensure that the pupil is not kept in the time-out area any longer than necessary.

The staff member in charge and supervising the pupil will decide what the pupil may and may not do during their time spent in time-out.

The Executive Headteacher/Headteacher will request that the pupil's class teacher(s) sets them appropriate work to complete.

Pupils are permitted to eat during the allocated times of the Academy day and may use the toilet as required.

Behaviour off Academy premises

Pupils at the Academy must agree to represent the Academy in a positive manner.

The guidance laid out in the Pupil Code of Conduct applies both inside the Academy and out in the wider community, particularly if the pupil is dressed in Academy uniform.

Staff **may** discipline pupils for misbehaviour off the Academy premises when the pupil is:

- Wearing Academy uniform.
- Travelling to or from the Academy.
- Taking part in any Academy-related activity.
- In any way identifiable as being a pupil at the Academy.

Staff may also discipline pupils for misbehaviour off the Academy premises that, irrespective of the above:

- Could negatively affect the reputation of the Academy.
- Could pose a threat to another pupil, a member of staff at the Academy, or a member of the public.
- Could disrupt the orderly running of the Academy.

Any bullying witnessed outside of the Academy premises and reported to a member of staff, will be dealt within accordance with the Academy's Anti-Bullying Policy.

The Academy will impose the same behaviour consequences for bullying incidents and non-criminal misbehaviour, which is witnessed outside of the Academy premises, as would be imposed for the same behaviour conducted on Academy premises.

In all cases of misbehaviour outside of the Academy premises, staff will only impose any behaviour consequences once the pupil has returned to the Academy premises or when under the supervision of a member of staff.

Complaints from members of the public about misbehaviour by pupils at the Academy are taken very seriously and will be dealt with in accordance with the Complaints Procedure Policy.

Staff training

The Academy recognises that early intervention can prevent misbehaviour. As such, teachers will receive training in identifying problems before they escalate; this can be behavioural problems in the classroom or during breaks and lunchtime.

Teachers and support staff will receive training on this policy as part of their new starter induction.

All staff members are provided with sufficient training in de-escalation strategies and dealing with disruptive and challenging behaviour as part of their induction programme.

Training may also be refreshed in light of recent incidents and challenging behaviour, or where it is apparent that existing methods are not as effective as they could be.

All staff members are trained in the approved methods of physical intervention in line with the Academy's Physical Restraint and Use of Reasonable Force Policy.

All staff will also receive training on the common symptoms of SEMH problems, what is and isn't cause for concern, and what to do if they think they have spotted a developing problem.

At least one member of staff will know every pupil and receive training on how to spot where challenging or unusual behaviour may have an underlying cause that needs addressing.

Teachers and support staff will receive regular and ongoing training as part of their development.

Monitoring and review

This policy will be reviewed by the Executive Headteacher/Headteacher and mental health lead on an annual basis, who will make any necessary changes and communicate these to all members of staff.

This policy will be made available for Ofsted inspections and review by the chief inspector, upon request.

The next scheduled review date for this policy is October 2021.

Behavioural Incident Form

Name of pupil:		Year group:	
Date:		Time:	
Location of observation:		Name of staff member:	

Before the incident: what led to the behaviour?

During the incident: what did the pupil do?

After the incident: what were the consequences of this behaviour?

Additional comments

Behavioural Management Observations Review Form

Name of pupil:		Year group:	
Name of key worker:		Date:	

Do there appear to be any patterns triggering the pupil's behaviour?

--

Are our existing management systems effective?

--

What achievable targets could we implement for the pupil to work towards?

--

What are the pupil's strengths?

--

What effective strategies could we implement to help the pupil achieve their targets?

--

Additional comments

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Behavioural Management During the Coronavirus (COVID-19) Pandemic

Statement of intent

The Academy aims to act in accordance with the Behavioural Policy set out above as much as possible; however, we understand the necessity for additional rules and considerations during the coronavirus (COVID-19) pandemic. This appendix sets out what additional actions the Academy will take during this time.

The information in this appendix is under constant review and kept updated to reflect any changes to national or local guidance.

1. Enforcing new rules

The Academy ensures that infection control and social distancing rules are communicated effectively to all pupils.

Staff are informed about the measures in place so they can enforce these rules at all times.

The Academy informs parents of any changes to provision outlined in this policy.

The Academy expects pupils to uphold these rules at all times, including on Academy transport, where practicable.

Staff are informed of rewards and consequences in place to aid enforcement of these rules in line with this policy.

Where required, staff explicitly teach and supervise health and hygiene arrangements, e.g. handwashing, tissue disposal and toilet flushing.

The Academy recognises that pupils may be supervised or taught by members of staff they have had no prior contact with; however, pupils are expected to treat all members of staff with respect and work together to maintain a safe environment.

The Academy expects pupils in after school club and breakfast club to adhere to the Academy's social distancing and infection control rules.

Attendance

Attendance is mandatory for all pupils from September 2020.

The attendance register is taken as usual.

Pupils should not attend the Academy if they are following public health or clinical advice to stay at home, and pupils and their parents are not be penalised for these absences.

If a pupil needs to stay at home due to following public health or clinical advice, the reason for their absence is reviewed on a weekly basis by the Executive Headteacher/Headteacher.

If a pupil cannot attend the Academy for any reason, their parent must get in touch with the Academy office via email or be leaving a message on the Academy's answer phone. If the Academy is not contacted regarding an absence, the pupil's parent will be contacted on the first day of the absence.

Non-attendance is managed in line with the Attendance Management Policy, which includes specific provisions that will be followed during the coronavirus pandemic.

Attendance is monitored, and specific interventions put in place to reengage non-attending pupils.

In the event that a parent of a child with coronavirus symptoms insists they attend school, the Academy has the right to refuse the pupil attendance if in its reasonable judgement it is necessary to protect their pupils and staff from possible infection with coronavirus.

Arrival and departure

The Academy expects pupils to follow all arrival and departure arrangements to the best of their ability and to arrive at the correct time.

Pupils are expected to participate in any infection control and social distancing measures, e.g. hand washing, before entering and exiting the Academy.

The Academy expects pupils to move immediately to their seats/seating areas after washing their hands upon arrival.

Upon departure from school, the Academy expects pupils to move immediately from the Academy buildings and not to linger on the Academy premises without good cause, e.g. they are waiting to be picked up.

Hygiene and infection control

The Academy has conducted and will adhere to the **Coronavirus (COVID-19): Risk Assessment for Full Opening in September** in order to enforce adequate and practical measures to protect the health and safety of both staff and pupils.

The Academy understands that younger children and those with complex needs may not understand why the infection control measures need to be in place and may struggle to follow them. These pupils are supported to adhere to the measures and their needs are taken into account with regards to discipline and giving rewards.

Pupils remain within their assigned 'bubbles' and avoid mixing with others as much as possible – staff reinforce this behaviour through teaching, rewards and supervision.

Pupils are expected to wash their hands for at least 20 seconds with soap and water, and/or alcohol-based hand sanitiser:

- Upon arrival at the Academy.
- Before and after consuming food.
- After using the toilet.
- After coughing or sneezing.
- When they return from breaks.
- When they change rooms.

Younger pupils and those with complex needs are helped to clean their hands properly and are supervised when using hand sanitiser.

Pupils are expected to maintain good hand and respiratory hygiene at all times while in school, to the best of their ability.

Pupils are expected to dispose of tissues using the litter bins provided.

Pupils are expected to use infection control provisions responsibly, e.g. using hand sanitiser as directed.

Pupils are discouraged from sharing equipment or toys which pose a higher risk of infection, e.g. play dough.

The Academy prohibits pupils from spitting, biting, purposefully coughing in another person's vicinity, or other behaviours that increase the risk of spreading infection, e.g. purposefully disposing of soiled tissues in an unsafe manner.

The Academy understands that some pupils with complex needs will struggle to maintain good respiratory hygiene, e.g. those who spit uncontrollably or use saliva as a sensory stimulant. Individual risk assessments are conducted for these pupils to ensure their safety and the safety of the staff who work with them.

Pupils whose behaviour is purposefully contrary to the infection control measures in place will face the consequences in line with this policy.

Pupils who are deemed unable to fully adhere to infection control rules, e.g. some pupils with SEND or younger children, are not disciplined for poor behaviour in this regard – positive behaviour is reinforced using praise and rewards.

Members of staff encourage pupils who are deemed unable to fully adhere to infection control rules to practice good infection control behaviours to the best of their ability, through teaching, praise and supervision.

Social distancing

General

Pupils adhere to the social distancing measures put in place by the Academy.

Pupils form orderly queues, e.g. when waiting to use the toilets, using the two metre floor markings where necessary, and they are respectful and patient towards their peers.

Pupils are expected to:

- Refrain from close contact with people who display symptoms of coronavirus.
- Remain at least one/two metres apart from other people, where practicable.
- Remain within their assigned bubbles.

Where it is not practicable for pupils to remain two metres apart from others, they are expected to maintain as much distance between themselves and others as possible and to ensure their time in close proximity to others is limited.

Pupils are placed into bubbles and they are not permitted to mix with other pupils outside this bubble, unless instructed to do so by their class teacher.

Pupils whose behaviour is purposefully contrary to the Academy's social distancing measures will face the consequences in line with this policy.

Pupils who are deemed unable to fully adhere to social distancing measures, e.g. some pupils with SEND or younger pupils, are not disciplined for poor behaviour in this regard – positive behaviour is reinforced using praise and rewards.

Members of staff encourage pupils who are deemed unable to fully adhere to social distancing measures to keep away from others, to the best of their ability, through teaching, praise and supervision.

In the dining hall

The Academy expects pupils to respect the health and safety of catering staff and to follow all infection control and social distancing rules put in place while collecting and eating food.

Pupils are allocated specific time to use the dining hall to help adhere to social distancing rules. Pupils do not enter the dining area unless expressly told to do so by a member of staff.

During sports and exercise activities

The Academy expects pupils to follow all social distancing and infection control measures during sports and exercise activities, both indoors and outdoors.

Pupils are expected to remain at least two metres apart, or as far as is practicable, from others when using dressing areas and washing facilities.

The Academy does not permit close-contact sports, play or activities at this time.

Pupils who purposefully take part in close-contact sports, play and activities, or whose behaviour purposefully poses a greater risk of infection, will face the consequences in line with this policy.

Pupils who are deemed unable to adequately follow social distancing or infection control measures during sports, activities and play are not disciplined – correct behaviour is reinforced by a member of staff.

During school assemblies

Pupils are expected to follow all social distancing and infection control rules during assemblies.

Moving around the Academy

The Academy expects all pupils to move around the Academy following the Academy's arrangements, e.g. using one-way systems.

The Academy prohibits pupils from lingering in corridors.

Pupils are expected to move directly from one destination to the next at the times allotted to them and in their assigned groups, e.g. moving from one class to the yard or from their class to the dining hall.

Pupils may leave the classroom to use the toilets or other sanitary facilities one at a time, with permission from a member of staff.

Pupils who purposefully and continuously linger in corridors without good cause will face the consequences in line with this policy.

Ill health and infection

The Academy expects pupils to report to a member of staff as soon as possible if they are feeling unwell and showing symptoms of coronavirus, or believe a peer is showing symptoms of coronavirus.

Any bullying or harassment towards pupils who have had, currently have, or are suspected to have coronavirus is not tolerated – this behaviour is addressed in line with this policy and the Anti-Bullying Policy.

The Academy allocates suitable areas that can be used to isolate pupils who shows symptoms of coronavirus whilst they wait for their parent or primary carer to collect them.

Pupils who have been advised to self-isolate at the Academy while waiting to go home are expected to follow all infection control and social distancing rules in place and must not leave the area used to isolate them until their parents or primary carer picks them up.

The Academy premises

Pupils are prohibited from entering areas of the Academy that have been closed for cleaning, social distancing, or infection control purposes.

Pupils who purposefully access prohibited areas of the Academy without permission will face the consequences in line with this policy – pupils who are deemed unable to fully adhere to these restrictions are not disciplined and the correct behaviour is reinforced instead.

Breaktime and lunchtime arrangements

The Academy expects pupils to adhere to social distancing and infection control measures, to the best of their ability, during lunchtimes and breaktimes.

Pupils are expected take their breaks and lunchtimes at phased times, within their permitted bubbles and only in designated areas.

Academy uniform

The Academy expects all pupils to wear uniform while in school.

Parents do not need to clean their child's uniform any more often than usual.

Reasonable adjustments are made where pupils cannot, for good reason, wear the correct Academy uniform, e.g. the pupil has outgrown an item of uniform and their parent is currently unable to replace it.

Managing the behaviour of remote learners

While all pupils will return to the Academy in September, there may still be times when pupils need to learn remotely, e.g. due to a local lockdown or when the pupil is following health advice to stay at home.

Pupils who are learning remotely off-site are expected to adhere to this policy where applicable.

The Academy expects pupils who are learning remotely to uphold good behaviour at all times and to:

- Complete the work that has been set and return it on time, to the best of their ability.
- Keep all communication polite and appropriate.
- Not misuse or mistreat the resources or technology utilised for the delivery of remote learning.
- Report any issues, including harassment or bullying from their peers, to their teacher.

The Academy recognises that some consequences are unable to be given to pupils learning remotely and that adjustments to the actions of this policy may be in place.

Where discipline must be deferred until the pupil returns to the Academy, the Executive Headteacher informs the pupil's parent via letter and the pupil will be disciplined when it is safe to do so.

Support for pupils

The Academy understands that adverse experiences and/or lack of routines of regular attendance and classroom discipline may contribute to disengagement with education in some pupils, resulting in increased incidences of poor behaviour.

Relevant staff work with pupils who are struggling to reengage with the Academy and who are at risk of being absent and/or persistently disruptive, including providing support for overcoming barriers to attendance and behaviour and to help them reintegrate back into the Academy life.

The Academy understands that some pupils will return to the Academy in September having been exposed to a range of adversity and trauma, which may lead to an increase in social, emotional and mental health (SEMH) concerns.

Appropriate support for pupils with SEMH issues is arranged, including arranging access to services such as educational psychologists, social workers and counsellors.

The SENDCO works with local services to ensure services and support are in place for pupils with SEND to allow them a smooth return to the Academy.

The parents of pupils who require support to re-engage with the Academy are contacted before the beginning of the academic year to set expectations, discuss concerns and build confidence in their child returning to school.

Where a pupil requires additional support, relevant staff consider what support or reasonable adjustments are needed and develop a plan to deliver this support.

EHC plans, pastoral support plans or multi-agency plans for relevant pupils are kept up-to-date.

Pastoral staff and the DSL and their deputies undertake the appropriate training to ensure they are able to spot signs of distress and poor mental health.

Rewards and consequences

Rewards and consequences are given in line with this policy, where practicable.

Staff ensure that any rewards given adhere to the Academy's infection control and social distancing measures.

The Academy understands that pupils may have had different experiences during the coronavirus pandemic and that this may affect how pupils re-adapt to a school environment and its routines.

Where the Academy recognises that a pupil's challenging behaviour may be linked to their experiences during the coronavirus pandemic, e.g. bereavement, it acts in line with relevant policies and ensures adequate wellbeing support is offered.

Exclusions

All poor behaviour is addressed in line with this policy and consequences remain rational, reasonable, fair and proportionate.

Persistent poor behaviour, including the persistent, purposeful refusal to follow the Academy's social distancing and infection control rules, may result in the pupil being excluded from the Academy in the interests of the health and safety of the pupil and others.

The Executive Headteacher retains the power to exclude pupils on disciplinary grounds – all exclusions and their arrangements are carried out in line with the Exclusions Policy, where practicable.

Permanent exclusion is only be used as a last resort.

Where a pupil with a social worker is at risk of exclusion, their social worker is informed and involved in relevant conversations.

The Executive Headteacher liaises with the LA and the parents of a permanently excluded pupil to arrange alternative provision to minimise any breaks in education, and the Governing Body meets to discuss reinstatement within 15 school days.

Where the pupil's reinstatement is declined, parents have 25 school days to apply for a review of this decision before the Academy deletes the name of a permanently excluded pupil from their admissions register.

The timeframes set out in the Exclusions Policy remain in force, where practicable. This applies to all exclusions, including those that were issued before 23 March 2020.

Where a deadline cannot be met, meetings and panel hearings may take place even if the relevant deadline has been missed – where necessary, the Governing Body decides whether any meetings should be delayed. If it is decided, as per the criteria in the Exclusions Policy, that it is not appropriate for meetings to take place in person within the usual timeframe, remote access meetings are used.

In the event that a remote access meeting is necessary, the Governing Body ensures that any technology used for these meetings is understood by all participants, and that support is facilitated for any participant who may need it.

The authority who arranges the remote access meeting takes reasonable steps to facilitate all participants' access to the required technology.

Procedural requirements for exclusion meetings under normal circumstances remain in place during remote access meetings, e.g. if a parent requests a SEND expert to advise the review panel.

Families are made aware that they do not have to consent to a remote access meeting, but that this will likely result in the meeting being delayed.

Every effort is made by the chair of the meeting to ensure that all participants understand and engage with the proceedings:

- Clear instructions are provided about how to join the meeting
- A named person is indicated to whom participants can address questions beforehand
- The chair explains the agenda at the outset of the meeting, and outlines guidance with regards to how the meeting will be run

The Governing Body takes reasonable steps to ensure that meetings are arranged for a time when all parties are able to attend or attend virtually.

The Academy will make every reasonable effort to avoid excluding any looked-after child.

Where a looked-after child is at risk of exclusion, the Academy will contact the relevant authorities as soon as possible to consider ways to help the child and avoid exclusion becoming necessary.

Where a previously looked-after child is at risk of exclusion, the Academy will discuss this with the child's parent or guardian and seek advice from their virtual Academy head.

Close contact behavioural management

Behavioural management which requires the use of reasonable force or restraint as a last resort is carried out in line with the Positive Handling Policy.

The Academy recognises that social distancing and infection control measures cannot be adhered to using reasonable force or exercising restraint on a pupil to control their behaviour to prevent them posing a significant risk to themselves or others.

Once a pupil no longer needs to be restrained for the safety of others or themselves, staff continue to adhere to the social distancing and infection control measures put in place.

If a member of staff develops coronavirus symptoms after using restraint or reasonable force, they are sent home immediately and advised to test for coronavirus.

Monitoring and review

Regular feedback is provided to staff, pupils and parents on how well they are executing these behaviour expectations and procedures.

Parents, staff and pupils are asked for feedback on the behaviour expectations on a regular basis, and changes will be made where necessary.

This appendix is reviewed in reaction to any new government advice by the Executive Headteacher.

The date of the next review is Autumn 2021.

Once the Academy resumes regular activity, and if deemed appropriate by the Executive Headteacher, all sections within this appendix will expire.