

# Behaviour Management (Inc. Exclusions & Physical Intervention) Policy



## 1. Rationale and Aim

All teachers have the right to teach and all pupils/students have the right to learn in a mutually respectful environment.

Samuel Whitbread Academy (SWA) aims:

- To provide a safe, welcoming, friendly and caring environment where individuals are valued for their own unique contribution and personality.
- To promote skills of self-confidence, self-discipline, self-motivation and self-awareness.
- To foster social skills, such as positive attitudes and considerate behaviour towards others.
- To develop mutual respect for adults and pupils alike, where all feel able to speak openly and honestly about their feelings and concerns with due regard to others.
- The staff and governors of SWA recognise the need to ensure a positive atmosphere based on a sense of community and shared values. This Behaviour Policy is an attempt to put in more detail how the above aims and statements may be achieved in practice.

This policy has been updated with regard to The Education Act of 2011 and 'Behaviour and discipline in schools' Sept 2022.

## 2. Policy

### Teachers Statutory Authority

Teachers have statutory authority to discipline pupils/students whose behaviour is unacceptable, who break the Academy rules or who fail to follow a reasonable instruction (Section 91 of the Education and Inspections Act 2006).

The power also applies to all paid staff with responsibility for pupils/students, such as Teaching Assistants.

This also means that:

- Teachers can discipline pupils/students at any time the pupil/student is in the Academy or elsewhere under the charge of a teacher, including on Academy visits.
- Teachers can also discipline pupils/students for misbehaviour outside the Academy.
- Teachers can confiscate pupils'/students' property.
- Teachers have a specific legal power to impose detention outside Academy hours. Parental consent is not required.
- Teachers have the powers to search without consent for prohibited items.

### Power to use reasonable force

The legal provisions on Academy discipline also provide members of staff with the power to use reasonable force to prevent pupils/students committing an offence, injuring themselves or others or damaging property, and to maintain good order and discipline in the classroom.

Principals and authorised Academy staff may also use such force as is reasonable given the circumstances when conducting a search without consent for knives or weapons, alcohol, illegal drugs, stolen items, tobacco, vapes, cigarette papers, fireworks, pornographic images or articles that have been or could be used to commit an offence or cause harm. Force cannot be used to search for items banned under the Academy rules.

If Academy staff resort to the use of reasonable force they must inform parents/carers verbally and in writing. The form provided in appendix D must be completed.

### **Role of the Principal**

- The Principal has overall responsibility for both pupils/students and staff. The Principal takes the lead in defining the aims of the Academy in relation to standards of behaviour.
- The Principal has overall responsibility for ensuring that these standards are consistently applied throughout the Academy through regular monitoring.
- The Principal or designated senior member of staff ensure that records are kept of all reported incidents of misbehaviour. All incidents of bullying are reported to the governing body.
- The Principal has responsibility for giving a suspension to individual children for serious acts of misbehaviour. For repeated or very serious acts, the Principal may permanently exclude a pupil.
- The Principal will ensure that SWA has a Behaviour and Reward display.

### **Role of the Staff**

- Staff have a responsibility to maintain order and promote good behaviour in their classrooms and around the Academy sites.
- Staff understand the importance of pastoral care and promote good behaviour by recognising and praising good behaviour.
- Staff recognise that personal and social education are important as a means of promoting the values of mutual respect, self-discipline and social responsibility.
- Rules are applied consistently by all members of staff but there must be flexibility in the use of punishments to take account of individual circumstances.
- Punishments/sanctions should make the distinction between minor and more serious misbehaviour clear to pupils/students and should be fairly and consistently applied.
- All B1,2,3,4 sanctions and serious misbehaviours are recorded on SIMS/Edulink. Parents are contacted when B2,3,4 have been issued.

### **Role of Parents**

SWA acknowledges that relationships with parents/carers are important. SWA should be a welcoming place, which encourage parental involvement.

- Parents are informed of positive behaviour as well as negative.
- All parents are encouraged to attend parents' evenings and also discuss issues/concerns with staff outside of these events.
- Parents support the home/school agreement.
- SWA expect parents to support their child's learning and take responsibility for their behaviour. SWA encourage parents to work in partnership with the Academies and to support their actions.
- SWA staff will inform parents if any concerns arise concerning their child's welfare or behaviour.

### **Role of Pupils/Students**

- To respect, support and care for each other both in school and the wider community.
- To listen to others and respect their opinions.
- To attend school regularly, on time, ready and equipped to learn and take part in activities.
- To take responsibility for their own actions and behaviour.
- To do as instructed by all members of staff throughout the school day.
- To be tolerant of, and engage with others, irrespective of race, gender, religion, age, ability/disability.

### **Role of the Governors**

The governing body has the responsibility of setting down these general guidelines on standards of discipline and behaviour, and of reviewing their effectiveness. The governors support the Principal in adhering to these guidelines.

Termly governor link meetings take place with the Principal or designated member of senior staff and at least one governor.

A Governors Discipline Committee (GDC) will be formed from 3 local governors, to hear appeals of suspensions) and PE (permanent exclusions). If 3 local governors are not available, then 3 governors from within the trust will be used. SWA buy back the Local Authority Independent Appeals panel to hear appeals that have been upheld by the GDC.

**In continued, persistent or extreme cases of misbehaviour, the following may be considered:**

**Strategies considered by teacher**

- Setting student detention
- Meetings with parents/carers
- Change to seating plan
- Move class/teacher
- Subject report shared with parents and reviewed with HoD

**Strategies considered by year team**

- Time out cards
- Learner support and mentoring
- Individual and group workshops
- Student achievement plan
- Engaging external specialists/agencies year/SLT
- Referring matters to within SLT/support structure

The Academy will follow the Department for Education guidance "Behaviour and Discipline in schools: Advice for Headteachers and school staff (DFE September 2022).

**Withdrawal/Isolations:**

A student may be withdrawn from their lesson whilst the year team are investigating an incident, during which the student may be isolated from their peers in order to determine a true account of events. Once the year team are satisfied they have the relevant information the student may return to their lessons until an agreed outcome/sanction has been decided.

At times a student may be placed into isolation as a sanction for an incident in line with the school behaviour policy.

In all cases the parents will be informed by telephone on the day the pupil/student is isolated and the reasons for the isolation. In extreme circumstances, where attempted contact has failed, an email with the above details will be sent to confirm isolation.

**Seclusions**

The seclusion sanction as part of our behaviour process is designed to support students who may be very close to receiving a suspension. Where possible we would like to support students remaining on school site, so a wider care, guidance and support network is available to them. A seclusion is an internal exclusion that involves the student being placed in an area away from other students for a period of time of up to 3 school days. A Seclusion may be given following a serious breach of the Academy's behaviour policy. A Seclusion is a serious sanction and precedes a suspension. The school will make every attempt to contact parent/carers by telephone to inform them that the pupil/student is secluded and the reasons for the seclusion. In extreme circumstances, where attempted contact has failed, an email with the above details will be sent to confirm the seclusion and make arrangements for a readmission meeting.

*The DFE suggests that removing a child should be used for the following reasons:*

- A) To maintain the safety of all pupils and to restore stability following an unreasonably high level of disruption;
- B) To enable disruptive pupils to be taken to a place where education can be continued in a managed environment;
- C) To allow the pupil to regain calm in a safe space.

*Behaviour and Discipline in Schools: Advice for headteachers and school staff DFE (Sept 2022)*

*The Principal, SLT and Head of Year has the authority to seclude a student. The use of seclusion should allow for continuation of the student's education in a supervised setting. The continuous education provided may differ to the mainstream curriculum but should still be meaningful for the*

student.

Once the seclusion is over, the year team will arrange a meeting with the student and parent/carer to discuss how the student can successfully reintegrate back into the Academy.

When a student is placed into isolation or seclusion, they will be asked to hand their mobile phone over to be secured safely in a locked compartment. Students will also be bag searched and asked to leave their school bag outside the room in which they will be working in.

### **Exclusions**

The Academy will follow the Department for Education guidance "Suspension and Permanent Exclusion from maintained schools, academies and pupil referral units in England, including pupil movement" September 2023.

### **Suspensions**

Suspending a pupil/student from the Academy for a fixed term is a serious step to take. Only the Principal (or in their absence, the Vice Principal) has the authority to suspend a pupil/student. Incidents where there is a potential decision of suspensions are investigated by the pastoral team. Due to the period of investigation, the student may be isolated from their peers in order to determine a true account of events. Parents will be informed by telephone if this is the case.

In all cases the parents will be informed by telephone on the day the pupil/student is suspended and the reasons for the suspensions. In extreme circumstances, where attempted contact has failed, an email with the above details will be sent to confirm suspension. On the pupil/student's return to the Academy, they should come in with a parent/guardian to meet with the Head of Year and/or a senior member of staff. Work will be set during the period of the suspension and sent via their school email address

If a pupil/student is suspended for a second or third time and seems not to be treating the sanction seriously, a member of the governing body may be included in the re-admittance process. Offences for which Seclusion/suspension will be considered, but are not limited to, include:

- Verbal abuse/use of offensive language at a member of staff
- Using threatening/aggressive behaviour or fighting
- Any behaviour which causes/is likely to cause danger or harm to others
- Serious abuse or vandalism of Academy property
- Bringing substances into the Academy including: alcohol, illegal drugs, medicines, (except those prescribed for personal use), psychoactive substances (legal highs), volatile substances or derivatives of illegal substances to any concentration
- Partaking of substances in the Academy including: alcohol, medicines (except those prescribed for personal use), new psychoactive (legal highs), volatile substances or derivatives of illegal substances to any concentration
- Supplying or selling substances in the Academy: including alcohol, illegal drugs, medicines, new psychoactive substances (legal highs), volatile substances or derivatives of illegal substances to any concentration
- Possession of any offensive weapons in the Academy, including (but not limited to) all bladed articles, all guns (imitation firearms, replica guns, bb guns, spring-loaded guns and airsoft guns) and tasers.

The meaning of offensive weapon can be broken down into two categories:

- Those that are offensive per se, that is, those either made (e.g. knuckle-duster, dagger, gun) or adapted (e.g. broken bottle) for use for causing injury to the person; and
  - Weapons not so made or adapted (e.g. kitchen knife, spanner, hammer) but intended by the person having it with him/her for causing injury to the person."
- Persistent refusal to follow reasonable requests from staff
  - Disobedience, defiance or refusal to co-operate with members of staff
  - Bullying

- Theft
- Abuse of the internet or IT facilities e.g. viewing, accessing or downloading any inappropriate material from the internet including racist, homophobic, sexist or pornographic images or text.
- Cyber bullying or threatening behaviour towards another pupil/student
- Malicious acts in relation to our computer network, and using technology to cause harm
- Taking or being in possession of images without consent
- Filming and/or taking photos of others making poor behaviour choices
- Distributing videos and/or images of others making poor behaviour choices
- Discriminatory behaviour or abuse which is racial, sexual, physical or mental
- Denying others access to their learning
- Serious intimidation of another pupil/student or member of staff, including of a sexual nature
- Any other behaviour which may bring the name of the Academy into disrepute, this may occur inside or outside the Academy.

If a pupil/student is suspended for a period of more than 5 days' alternative educational provision will be provided at another BEST site or educational setting.

Parents/carers have the right to appeal against a decision to suspend their child, which is detailed in the written communication to parents.

Pupils returning to SWA after a suspension must do so on a Head of Year or tutor report and attend a re-admittance meeting. Targets for desired behaviour changes will be agreed with pupils and parents and will be reviewed two weeks after the suspension.

If a student receives a number of suspensions, they will be placed on a pastoral support plan (PSP); a long term (12 week) behaviour support plan shared with staff, pupil and parent which is reviewed 4 weekly.

Further information regarding suspensions can be found in the "Suspension and Permanent Exclusion from maintained schools, academies and pupil referral units in England, including pupil movement" September 2023.

### **Managed Moves**

A managed move is a process which allows pupils/students to move between schools without the stigma of a permanent exclusion. SWA works collaboratively on managed moves as an alternative to permanent exclusion, or as an opportunity to provide a pupil/student with a "fresh start" when it is felt that all other processes have been exhausted or where the relationship between the pupil/student, parent/carer and the Academy has in effect broken down. A managed move should be agreed by all parties involved, including the parents/carers and the admission authority of the new school.

### **Off-site direction**

Off-site direction is when a pupil/student is required to attend another educational setting in order to improve their behaviour. It is used as an alternative strategy to permanent exclusion, or when other interventions or targeted support have not been successful. Parental consent is not required in order to direct a pupil off-site. Off-site direction into alternative provision can be full-time or a combination of part-time support in alternative provision and continued mainstream education at SWA. The off-site direction, where possible, will be for an agreed time limit. At the end of the off-site direction, there will be a review meeting with parents/carers, pupil/student and SWA to discuss a reintegration plan back to SWA.

### **Drugs**

Any student that knowingly brings, consumes, distributes or sells any form of illegal drug or substances that contain THC and other psychoactive substances in any concentration on the site may face permanent exclusion.

## **Permanent Exclusion**

A decision to exclude a pupil/student permanently is very serious and is considered as a last resort. A decision to permanently exclude should only be taken:

- in response to a serious breach, or persistent breaches of the Academy's Behaviour Management Policy; and
- where allowing the pupil/student to remain at the Academy would seriously harm the education or welfare of the pupil/student or others in the Academy.

The decision to permanently exclude will be taken by the Principal.

## **3. Procedure**

See appendix A.

## **4. Monitoring & Evaluation**

SWA hold a variety of records concerning incidents of misbehaviour. Information concerning incidents of misbehaviour are reported to the governing body on a regular basis.

It is the responsibility of the governing body to monitor the rate of exclusions and to ensure that this policy is administered fairly and consistently.

## **5. Implementation & Review**

This policy will be made known to all staff, parents/carers and governors, and published on the Academies' websites. Copies are also available upon request from the Academy office. This policy will be reviewed annually or as required.

## **6. Author and Date**

C. Hood – April 2020  
Updated – V Yadav – October 2020  
Updated C Hood - November 2021  
Updated C Hood – April 2022  
Updated C Hood- July 2022  
Updated C Kirkman September 2022  
Updated C Kirkman October 2022  
Updated C Kirkman January 2023  
Updated C Kirkman March 2023  
Updated C Kirkman July 2023  
Updated C Kirkman October 2023  
Updated C Kirkman November 2023  
Updated C Kirkman January 2024

Date ratified by Governors – January 2024

Next review date – January 2025

# Appendix A – Samuel Whitbread Academy

## Promoting Positive Behaviour

Samuel Whitbread Academy promote positive behaviour explicitly through:

- Student Charter and Values Assemblies.
- Online Praise system.
- Setting expectations and rules with students – for classrooms, around the Academy and in the community.
- Use of student planner.
- Discussion with students – individuals and groups. Liaison with Student Voice/Council.
- Leading by example.
- Challenging anti-social behaviour consistently.
- Sharing expectations and rules.
- Giving ample opportunity for students to make informed and positive decisions through the level system.
- Use of classroom strategies including seating plans.
- Maintaining an attractive and stimulating environment which celebrates success, participation and students' work.
- Restorative practices when required.

Samuel Whitbread Academy reward students on both an individual level and as members of groups. The following rewards are given to students.

- A personal comment
- Staff praise in books
- Praise Points certificates when reaching bronze-silver-gold milestones
- Form group certificates
- Recognition of outstanding achievements in achievement assemblies
- Awarding subject badges
- Academy Trips
- Article in E-Newsletter
- Letters of recognition KS4 & KS5
- Celebration of Achievement Assemblies.
- Departmental displays
- Well Done Postcards
- Lunch with SLT
- Use of the website to display work and mention achievement
- Twitter and Facebook
- Reward week at the end of each term

## Consequences and Sanctions

Staff at Samuel Whitbread Academy are encouraged to remember to:

- Examine the behaviour and not demean the student.
- Use private rather than public reprimands wherever possible.
- Set short achievable targets for behaviour improvement.
- Be consistent when dealing with students and when implementing the Behaviour Policy.
- It is also important that once a sanction has been imposed the student is made aware that the incident is over and they can make a fresh start.

Any sanction should be appropriate and it is expected that behaviour will improve as a consequence.

**Range of appropriate strategies include:**

- Discuss with an appropriate member of staff
- Verbal warning
- Letter home
- Parents informed/called in for meeting
- Individual staff detention, departmental detention or SLT detention
- Academy report or subject specific report (Form Tutor/head of year/department report/Head of Department report)
- Attendance report
- Praise report to support self esteem
- Contract – student, staff, parent
- Privileges removed
- Student withdrawn from class for set period of time
- Student withdrawn for a number of lessons
- Internal seclusion/exclusion
- Internal isolation and isolation in a different educational setting
- Individual Education Plan/Pastoral Support Plan/Personal Education Plan (for children looked after)
- Seclusion
- Suspension
- Timetable changes
- Managed move
- Placement at the ACB
- Permanent exclusion

**Supporting behaviour for Learning**

The principle of the system is that students are given a fair set of rules and are given the chance to behave positively. Staff will aim to deploy fair and consistent use of the behaviour chart shown in Appendix A, FIG 1, which is complimented with a supportive behaviour for learning curriculum and staff use of language in relation to the Academy's values. The policy will be communicated to students on a day to day basis with the use of the behaviour chart shown in Appendix A, FIG2.

In most circumstances, general classroom strategies will be used for lower level behaviour incidents before a B1 is issued. However, staff maintain the right to use their professional judgement and award a direct B1 without a warning should the situation merit this.

**General classroom strategies**

At a classroom level staff should use their behaviour management strategies prior to the issuing of a "B1". These could include but are not limited to:

- Verbal request
- Seating plan change
- Student asked to leave the classroom for a short period of time before returning
- Use of voice
- Visual cues as a warning

Only when a reasonable number of strategies have failed and the student has been given a reasonable amount of time to adjust their behaviour should the teacher move onto issuing a "B1".

**B1**

B1 is focused on low level classroom behaviours. This serves as a warning for students that the behaviours they are displaying do not abide by our collectively agreed values.

There are four B1 behaviours:

- B1 - Disruption to Teaching and Learning



Defined as: "A student's behaviour or actions has prevented/slowed or stopped the learning of (a) students in the classroom."

- B1 - Inadequate Work  
Defined as: "Given time and the ability of the student the work produced is not of a reasonable standard."
- B1 - Defiance  
Defined as: "A student has failed to follow a direct reasonable instruction from a member of staff"
- B1 - Inappropriate behaviour in or around school  
Defined as "Behaviours that would not be reasonably considered acceptable and more "silly" that occur outside of lesson time"
- B1 - Lateness to lesson or form  
Defined as "A student is between 1 minute and 5 minutes late to lesson or form without reasonable excuse"
- B1 -Poor Presentation of Work  
Define as "Work that has been graffitied, ripped out or skipped. Work that is illegible due to lack of student effort."

**At this level, behaviours are logged on SIMS/Edulink, but there is no resulting direct sanction. B1s are monitored by the year team and tutors to identify trends with students and intervene should there be persistent display of these behaviours across a cycle.**

## **B2**

B2 are behaviours that warrant an automatic lunch time detention, these are generally classroom-based behaviours. B2 behaviours are logged on SIMS/Edulink. Parents will be informed.

There are five B2 behaviours, the four immediately below would generally be issued by classroom teachers:

- B2 - Continuation of B1 Behaviour  
Defined as "Continuation of a B1 behaviour after the issuing verbally of a "B1""
- B2 - Mobile phone out in lesson  
Defined as "A mobile phone is sighted out in lesson without permission".
- B2 – Incorrect Uniform / Equipment (ISSUED ONLY BY THE TUTOR)  
Defined as "A student does not have with them one item from the key equipment list and/or one item of uniform does not adhere to school policy"
- B2 - Inappropriate behaviour towards another student (ISSUED BY HOY OR SLT)
- B2 - Repeated lateness to lesson or form – A student accrues 2 X B1 for lateness in a single school day

Where a "B2 - Continuation of B1 Behaviour" or "B2 - Inappropriate behaviour towards another student" is issued the teacher issuing the sanction will communicate directly via either email or phone call with the parent and explain the circumstances that led to the "B2" being issued. For all other "B2" behaviours parents should receive the standard system generated email via Edulink.

Tutors and Heads of Year will have access to the behaviour logs for all students. Persistent breaches in behaviour could result in (but are not limited to):

- A conversation with student about the concerns

- Placing the student on form tutor report
- A parental phone call / email
- A parental meeting

If concerns remain, the Head of Year will intervene.

**At this level, behaviours are logged on SIMS/Edulink and a central lunchtime detention is issued. B2s are monitored by the year team and tutors to identify trends with students and intervene should there be persistent display of these behaviours across a cycle.**

### **B3**

B3 at this level classroom-based behaviours are more serious and are likely to represent a continuation of B1 or B2 type behaviours. Should a student be issued with a B3 for “continuation of B2 behaviour” this should result in their removal from the classroom to “department on call” (DOC).

B3 also covers less serious whole school behaviours that are generally dealt with by a Head of Year, such as truancy.

All B3 behaviours will generally result in an afterschool detention. B3 behaviours are logged on SIMS/Edulink and parents will be informed. A Student may be placed onto a report for a period of time.

At a whole school level, a B3 could be issued for but not limited to the following:

- B3 - Failure to hand in homework
- Truancy
- Defiance to HOY or SLT (When not class teacher)
- Failure to attend Lunchtime detention
- Repeated lateness to lesson or form where a student accrues 3 or more B1 for lateness in a single school day

**At this level, behaviours are logged on SIMS/Edulink and an after-school detention is issued. B3s are monitored by the year team and tutors to identify trends with students and intervene should there be persistent display of these behaviours across a cycle.**

### **B4**

At a classroom level a B4 would be issued by a classroom teacher / Head of department following the failure of the ‘Department on call’ system. This would be where a student despite their removal from the lesson on department on call their behaviour has continued to prove challenging. At this stage a senior member of staff would be called to remove the student to isolation in student services or another pastoral office with a further sanction put in place. The Head of Department and Head of Year any further sanction to be put in places and decide between them who will communicate this to both the student and parent.

A B4 may also be issued immediately (without going through the previous stages) by a member of staff for an “other serious offence”. This is would occur following a serious breach of the school policy and requires the student’s immediate removal from lessons be a senior member of staff. This could be issued for, but not limited to: Dangerous behaviour, serious abuse of a fellow student or member of staff.

At a whole school level these are more serious offences that would generally be dealt with by Head of Year. B4 behaviours will generally result in a period of isolation for the student.

- Severe or repeated inappropriate behaviour towards another student (peer on peer abuse)
- Failure to attend afterschool detention
- Racist / sexist / LGBTQ+ Abuse (RJ First Incident) \*
- Behaviour that occurs outside of school that may affect the reputation of the school
- In possession of prohibited items
- Theft
- Vandalism
- Smoking/ vaping (1<sup>st</sup> incident)

- In possession of smoking paraphernalia (1<sup>st</sup> incident)
- Anti-social behaviour in the toilets
- Other serious offence

\* Where Racist / sexist / LGBTQ+ Abuse occurs, restorative justice may be used in place of a B4 sanction where this is the first offence.

#### **Anti-Social behaviour in toilets:**

We want to ensure that all students feel safe and comfortable to use the toilets at school and so ask that students follow the rules:

- **Students are not permitted to take food or drink into the toilets**
- **Large groups will not be able to enter the toilet together and will be asked to wait and take it in turns.**
- **Students are not permitted to congregate in the toilets and use it as a social space**

Students may be issued with a B4: Anti-social behaviour if they break the rules above.

### **B5**

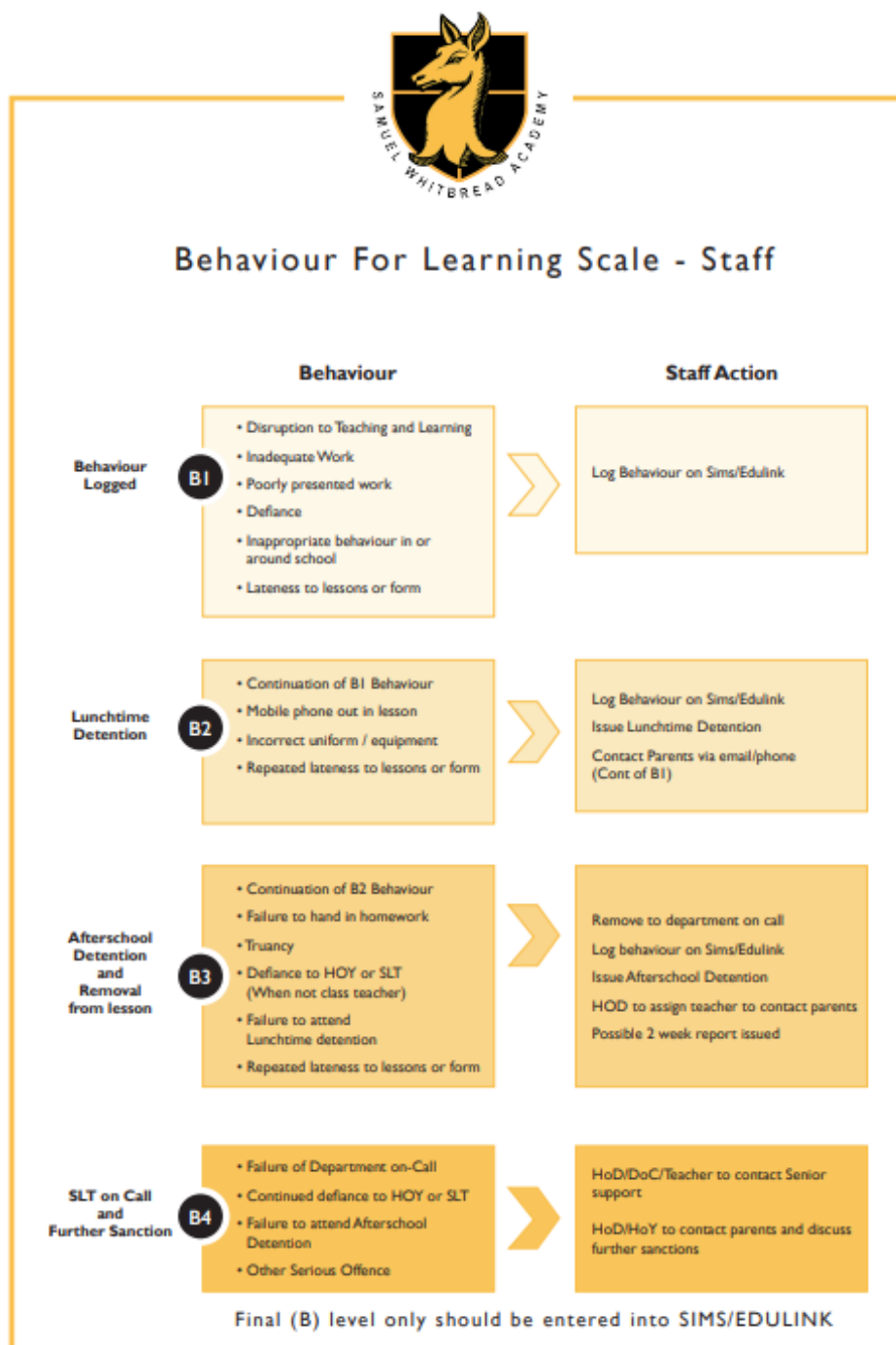
B5 Represent the most serious offences. These would be dealt with by the Head of Year in collaboration with the Assistant Principal leading on behaviour / Principal. B5 behaviours will generally result in a Suspension.

At a whole school level, a B5 could be issued for but not limited to the following:

- Continued B4 Behaviour
- Serious or persistent discrimination
- Possession of or under the influence of Drugs or alcohol
- One off serious offence
- Other serious offence at Principals discretion
- Serious abuse or swearing at member of staff
- In possession of prohibited items
- Smoking/vaping (2<sup>nd</sup> incident)
- In possession of smoking paraphernalia (2<sup>nd</sup> incident)

**The above behaviour's, definitions and sanctions are to be used as a guide for school staff. The Principal withholds the right to issue any reasonable sanction for any offence at their discretion.**

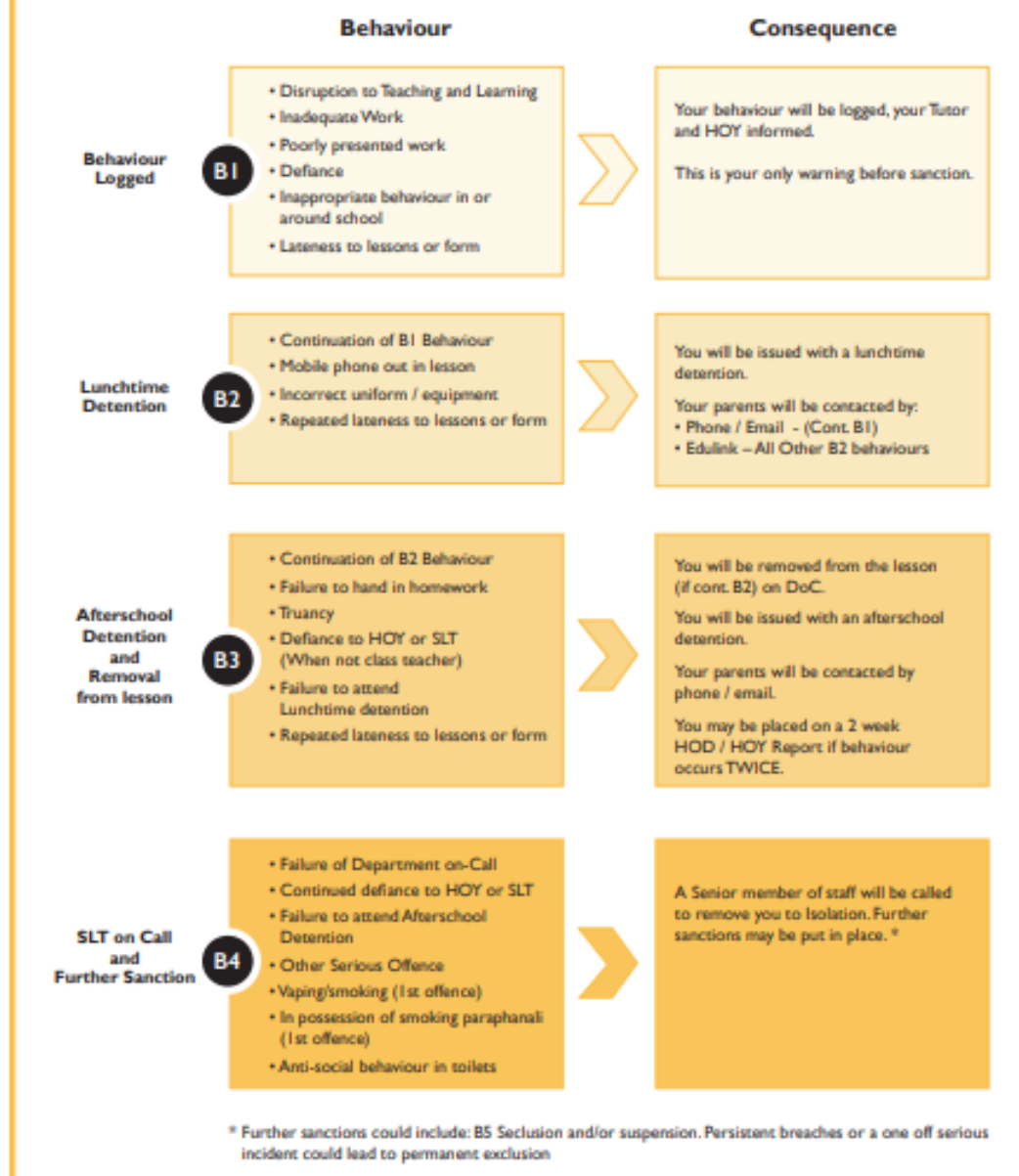
## Appendix A



**Fig 1 – Behaviour for learning guide – Staff**



## Behaviour For Learning Scale - Student



**Fig 2 Behaviour for learning guide - Student**



## Behaviour For Learning Scale - SLT and HoY Guidance

### Behaviour

### Staff Action

**B1**

- Disruption to Teaching and Learning
- Inadequate Work
- Poorly Presented work
- Defiance
- Inappropriate Behaviour in or around School
- Lateness to lesson or form

Log Behaviour on Sims/Edulink

**B2**

- Continuation of B1 Behaviour
- Mobile phone out in lesson
- Incorrect uniform/equipment
- Repeated lateness to lesson or form

Log Behaviour on Sims/Edulink  
Issue Lunchtime Detention  
Contact Parents via email/phone  
(Cont of B1)

**B3**

- Continuation of B2 Behaviour
- Failure to hand in homework
- Truancy
- Defiance to HoY or SLT (When not class teacher)
- Failure to attend lunchtime detention
- Repeated lateness to lesson or form

Remove to department on call  
Log behaviour on Sims/Edulink  
Issue Afterschool Detention  
HOD to assign teacher to contact parents  
Possible 2 week report issued

**B4**

- Continuation of B3 behaviour
- Severe or repeated inappropriate behaviour towards another student (child on child abuse)
- Failure to attend afterschool detention
- Persistent low level disruption over multiple lessons
- Racist/sexist/LGBTQ+ abuse (R) 1st incident)
- Smoking/Vaping or being in the presence of smokers/vapers
- Behaviour that occurs outside of school that may affect the reputation of the school
- In possession of prohibited items
- Theft
- Vandalism
- Vaping/smoking (1st offence)
- In possession of smoking paraphernalia (1st offence)
- Anti-social behaviour in toilets

Potential isolation and/or seclusion

**B5**

- Continued B4 behaviour
- Serious or persistent discrimination
- Possessions of or under the influence of drugs or alcohol
- One of serious offence
- Other serious offence at principals discretion
- Serious abuse of swearing at member of staff
- In possession of prohibited items
- Vaping/smoking (2nd offence)
- In possession of smoking paraphernalia (2nd offence)

Discuss with principal possible fixed term suspension or permanent exclusion

**Fig 3 - Behaviour for learning guide – SLT and HOY**

## Appendix B

### Appendix to the Behaviour Policy – Physical Intervention

Physical contact is an essential part of human relationships. In SWA, adults may well use touch to prompt, to give reassurance or to provide support.

To use physical contact appropriately it must be non-abusive, with no intention to cause pain or injury and be in the best interests of the pupil and others, taking into account such things as gender, disability etc.

We have a number of staff who have undergone restraint training called 'Team Teach'. This staff members include learning support assistants who work in the provision, some members of the pastoral team and some members of the on call senior leadership team.

Academy SENCOs are responsible for ensuring that relevant staff are made aware of any student who finds physical contact unwelcome. Such sensitivity may arise from the student's cultural background, disability, personal history, age etc.

#### 1. Procedure

##### 1.1. Guidance from the DfE<sup>1</sup>

- 1.1.1. All members of school staff have legal power to use reasonable force.
- 1.1.2. We have a legal duty to make reasonable adjustments for children and young people with Special Educational Needs and Disabilities.
- 1.1.3. The term 'reasonable force' covers the broad range of actions used by most teachers at some point in their career that involve a degree of physical contact with pupils.
- 1.1.4. Force is usually used either to control or restrain. This can range from guiding a pupil to safety by the arm through to more extreme circumstances such as breaking up a fight or where a student needs to be restrained to prevent violence or injury.
- 1.1.5. 'Reasonable in the circumstances' means using no more force than is needed.
- 1.1.6. As mentioned above, schools generally use force to control pupils and to restrain them.
- 1.1.7. Control means either passive physical contact, such as standing between pupils or blocking a pupil's path, or active physical contact such as leading a pupil by the arm out of a classroom.
- 1.1.8. Restraint means to hold back physically or to bring a pupil under control. It is typically used in more extreme circumstances, for example when two pupils are fighting and refuse to separate without physical intervention.
- 1.1.9. School staff should always try to avoid acting in a way that might cause injury, but in extreme cases it may not always be possible to avoid injuring the pupil.
- 1.1.10. Reasonable force can be used to prevent pupils from hurting themselves or others, from damaging property, or from causing disorder.

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<sup>1</sup> Section 3.1 taken directly from DfE Guidance "Use of Reasonable Force" 2013

- 1.1.11. The decision on whether or not to physically intervene is down to the professional judgement of the staff member concerned and should always depend on the individual circumstances.
- 1.2. Deciding to use Physical Intervention:
  - 1.2.1. Physical intervention will *only* be considered if other behaviour management options have proved ineffective or are judged to be inappropriate or in an emergency situation.
  - 1.2.2. Before deciding to intervene in this way, staff will weigh up whether the risk of not intervening is greater than the risk of intervening. For planned interventions this will be recorded on the Risk Assessment (Appendix 1) and be carried out by a member of staff trained in restraint.
  - 1.2.3. Any actions will be carried out in the pupil's best interests.
  - 1.2.4. Staff will not be expected to intervene physically with students or to place themselves at unreasonable risk. In such circumstances, they must take steps to minimise risks. For example, by removing other students and calling for assistance.
  - 1.2.5. When a restraint is justified, staff will use 'reasonable force'. See above for a definition of what warrants reasonable force
  - 1.2.6. Staff will try to avoid causing pain or injury, avoiding holding or putting pressure on joints; in general holding long bones.
  - 1.2.7. During an incident the member of staff involved will tell the student that his or her behaviour may be leading to restraint.
  - 1.2.8. This will not be used as a threat or said in a way that could inflame the situation. Staff will not act out of anger or frustration.
  - 1.2.9. Staff will try to adopt a calm, measured approach and maintain communication with the student at all times.
  - 1.2.10. Staff should call for assistance from the nearest adult by sending a reliable student or shouting for help.
- 1.3. After the use of a restrictive physical intervention the following steps will be taken:
  - 1.3.1. Details of the incident will be recorded by all adults involved immediately on the attached form (appendix D) within the school day whenever possible.
  - 1.3.2. Staff will be offered the opportunity to seek advice from a senior colleague or professional representative when compiling their report.
  - 1.3.3. Any injuries suffered by those involved will be recorded following normal procedures, and medical attention will be sought.
  - 1.3.4. The Principal will judge whether the member of staff acted appropriately in line with this policy, the Safeguarding policy, and where necessary seek advice from the Local Authority Designated Officer.



- 1.3.5. Parents/carers will be informed by a member of the Senior Leadership Team on the day of the incident. If this is initially done by phone, it will be followed up in writing.
- 1.3.6. Support/debriefing will be available for adults and students who have been involved in any incident involving restrictive physical interventions. This will be provided by Thomas Rowell.
- 1.3.7. The Principal will report incidents to the Chair of Governors
- 1.3.8. As appropriate, incidents may also be discussed with the local authority outreach service, providing TeamTeach training.

## Appendix 1 - Positive Handling Plan

|   |                    |               |
|---|--------------------|---------------|
| Student Name:   | Date of Birth:     | Tutor group:  |
| Head of Year:   | Date completed:    | Completed by: |
| <b>Environments and Triggers:</b> <i>Describe the situations which have led to a dangerous situation in the past</i>  |                    |               |
| <b>Risk Assessment:</b> <i>Description of Hazard: e.g. Slap – Punch – Bite – Pinch – Spit – Kick – Hair grab – Neck grab – Clothing Grab – Body holds – Arm Grab – Weapons/Missiles. Likelihood of it happening: High/Medium/Low</i>  |                    |               |
| <b>Prevention:</b> <i>Changes to routines, activity, personnel or environment which might reduce the risk of this happening.</i>  |                    |               |
| <b>Diversion and Distraction:</b> <i>Interests, words, objects etc. which may divert attention from an escalating crisis.</i>   |                    |               |
| <b>De-escalation:</b> <i>Strategies which have worked in the past and those which should be avoided e.g. Verbal advice and support, Firm clear directions, Negotiation, Limited Choices, Distraction, Diversion, Reassurance, Planned Ignoring, Contingent Touch, C.A.L.M talking/Stance, Take up Time, Withdrawal Offered, Withdrawal Directed, Change Adult, Reminders about consequences, Humour, Success Reminders: other</i> |                    |               |
| <b>Physical Intervention:</b> <i>: Strategies which have worked in the past and those which should be avoided e.g.Help Hug, Cradle Hug, Standing Wrap, Sitting Wrap, Standing Double Elbow, Half Shield, Full Shield, Sitting Double Elbow (Single Person) Standing Single Elbow (Two Person), Sitting Single Elbow (Two Person), Figure of Four (Two Person), Advanced Front Ground Recovery (Three person) Other:</i>           |                    |               |
| <b>Post Incident Support:</b> <i>Calming and diversion strategies which have worked in the past to help recovery and those which should be avoided. Listening and learning the scripts.</i>   |                    |               |
| <b>Recording and Notification Required:</b> <i>e.g. Placing Author it, Parents/Guardians, Social Worker, Educational Psychologist, Doctor/Nurse/LADO Other:</i>   |                    |               |
| Review Date:  | To be reviewed by: |               |

# Samuel Whitbread Academy

## Use of Physical Intervention Incident Form



| Appendix D General Details   |                                   |                   |
|--|-----------------------------------|-------------------|
| Student Name:  |                                   | Tutor Group:      |
| Location:  | Date and Time of incident:        |                   |
| Staff member reporting the incident:   |                                   |                   |
| Adult witnesses:   | Student witnesses:                |                   |
| Date and time reported to DSL:   |                                   |                   |
| Description of the event   |                                   |                   |
| Who was involved?  | Nature of the incident            | Perceived effects |
| Antecedents. What led up to the events?                                      |                                   |                   |
| Observed Behaviours of the young person.                                     |                                   |                   |
| Actions taken to manage or de-escalate prior to use of physical intervention |                                   |                   |
| Description of the physical intervention used:                               |                                   |                   |
| How did the incident resolve? What happened afterwards?                      |                                   |                   |
| Was this planned or unplanned?   | Duration of physical intervention |                   |
| Detail of any injuries sustained   |                                   |                   |

|  |       |   |   |
|--|-------|---|---|
|  |       |   |   |
| <b>Debrief and outcomes</b>  |       |   |   |
| Date and time reported to DSL (SLT)  |       | Name of DSL (SLT)                               |   |
| Contact made with parent by  | Phone | Email   | Referral to external agency: Yes <input type="checkbox"/> No <input type="checkbox"/><br><br>Details of external agency |
| At (Date and time)   |       |   |   |
| By (staff name)  |       |   |   |
| Amendments to student plan (SEND Review, Sanctions, Alternative Provision, groups, physical environment, change of staff etc.) |       |   |   |
| Was first aid required? Yes <input type="checkbox"/> No <input type="checkbox"/>   |       | Other notification required (eg. Social worker) |   |
| Accident Recorded on Smart log? Yes <input type="checkbox"/> N/A <input type="checkbox"/>                                      |       |   |   |
| <b>Further action required</b>   |       |   |   |
| Staff debrief requested? Yes <input type="checkbox"/> No <input type="checkbox"/>  |       | Details of debrief discussion:                  |   |
| Requested by:  |       |   |   |
| Given by:  |       |   |   |
| Are any changes to policy and practice required?   |       |   |   |
| Principal review of incident:  |       | Date and Time:                                  |   |
|  |       |   |   |