

Bushey Heath Primary School

Behaviour and Discipline Policy

A vibrant school inspiring children to realise their potential

1 Aims and Expectations

It is a primary aim of our school that every member of the school community feels valued and respected, and that each person is treated fairly and well.

We are a caring community, whose values are built on mutual trust and respect for all. The school's behaviour and discipline policy is therefore designed to support the way in which all members of the school can live and work together in a supportive way. It aims to promote an environment where everyone feels happy, safe and secure.

The school has a number of rules, but our behaviour and discipline policy is not primarily concerned with rule enforcement. It is a means of promoting good relationships, so that people can work together with the common purpose of helping everyone to learn.

The school expects every member of the school community to behave in a considerate way towards others.

This policy aims to help children grow in a safe and secure environment, and to become positive, responsible and increasingly independent members of the school community.

The school rewards good behaviour, as it believes that this will develop an ethos of kindness and cooperation. This policy is designed to promote good behaviour, rather than merely deter anti-social behaviour. Examples of good behaviour include:

- showing kindness and respect to others.
- good effort in class
- caring for the environment and looking after each other's' property.
- conducting themselves sensibly around the school with consideration for others.

The school celebrates good behaviour. This may be a words of praise from the teacher, house point, moving along the behaviour chart, visit to the Headteacher's Office, scented sticker, acknowledgement during Friday's Celebration Assembly or a letter home to the parent/carer.

The school acknowledges the efforts and achievements of children, both in and out of school.

2 Behaviour System

The school has a zero tolerance to poor behaviour and follows a clear 'Behaviour System'. It is known by all members of the school community and is rigorously applied to ensure consistency and fairness.

Please note, special educational needs and requirements are always considered in its application.

A behaviour chart is displayed clearly in each classroom. In most cases, a quiet word is enough to stop a child behaving inappropriately. If a child does not respond to the first warning their name will be moved to the orange sections. Failure to respond to subsequent warnings, will see the child's name being moved down the chart as follows: 'red box', missed break, 'Reflection Room' lunchtime detention, visit to the Head teacher and parent/ carer being contacted to discuss behaviour.

If the behaviour is significantly disruptive, stages of the behaviour chart may be omitted and parents may be contacted in the first instance. Examples include, but are not limited to the following unacceptable

behaviours: disobedience, biting, spitting, hitting and kicking, foul language, damaging property, rudeness and aggression towards an adult, stealing, truancy, racist or sexist comments, discrimination and bullying, including the improper use of social networks.

It is important that children have the opportunity to move both ways across the chart during the day.

The Behaviour System is designed to reflect and reward good behaviour, good effort and acts of kindness. Children will have their names moved to 'Outstanding Behaviour' and then visit the Head teachers Office for a reward (scented sticker, certificate etc.).

Head Teacher Award	Outstanding behaviour	Good	2 nd warning	3 rd warning	4 th warning Miss break	5 th warning Reflection room	6 th warning Head teacher	7 th warning Parent/ Carer contacted
	xx	yy	zz					

The rules are clear and fair and result in teachers rarely having to raise their voice (a practise discouraged, both for the benefit of the adult giving the warning and for the welfare of the child on the receiving end).

In addition to the behaviour chart, each class has its own classroom code, which is agreed by the children and displayed on the wall of the classroom. In this way, every child in the school knows the standard of behaviour that we expect in our school.

3 Bullying

The school does not tolerate bullying of any kind. If we discover that an act of bullying or intimidation has taken place, we act immediately to stop any further occurrences of such behaviour. While it is difficult to eradicate bullying, we do everything in our power to ensure that all children attend school free from fear.

The school follows the Anti Bullying Alliance Toolkit – June 2017 – when dealing with incidents or allegations of bullying.

Details of the allegation or incident are gathered on the 'Investigation into hurtful or prejudice related incidents or allegation of bullying' forms (see appendix forms 3a and 3b).

If the behaviour fits the criteria for bullying, support is put in place for both the bullied child and the child who has bullied.

A record will also be kept on the school's Child Protection On-line Management System

Physical Intervention

All members of staff are aware of the regulations regarding the use of force by teachers and have received county 'Steps' training on appropriate use of physical intervention.

Teachers do not hit, push or slap children. Staff only intervene physically to restrain children if a child is in a danger of hurting themselves or others. The actions taken are on line with government guidelines on the restraint of children.

Parents need to be properly informed if their child is subject to restrictive physical intervention, including the nature of the intervention and the rational for its use.

4 Restrictive Physical Intervention in Schools

Introduction

In Bushey Heath Primary School, we believe that pupils need to be safe, to know how to behave, and to know that the adults around them are able to manage them safely and confidently. Only for a very small minority of pupils will the use of physical intervention be needed. On such occasions, only acceptable forms of intervention are used.

The majority of pupils behave well and conform to the expectations of our school. We have responsibility to operate an effective behaviour policy that encompasses preventative strategies for tackling inappropriate behaviour in relation to whole school, each class, and individual pupils. School staff need to feel that they are able to manage inappropriate behaviour, and to have an understanding of what challenging behaviours might be communicating. They need to know what options are available for managing behaviour, and they need to feel free of undue worry about the risk of legal action against them if they use appropriate physical intervention. Parents need to know that their children are safe with us, and they need to be properly informed if their child is the subject of Restrictive Physical Intervention, including the nature of the intervention, and the rationale for its use.

All members of staff are aware of regulations regarding the use of force by teachers, as set out in the DfES Circular 10/98, relating to section 550 A of the Education Act 1996: *The Use of Force to Control or Restrain Pupils*. Teachers in our school do not hit, push or slap children. Staff only intervene physically to restrain children or to prevent injury to a child, or if a child is in danger of hurting him/herself. The actions that we take are in line with government guidelines on the restraint of children

Definition of “Restrictive Physical Intervention”

“Restrictive Physical Intervention” (RPI) is the term used to describe interventions where the use of force to control a person’s behaviour is employed using bodily contact. It refers to any instance in which a teacher or other adult authorised by the Headteacher has to use “reasonable force” to control or restrain pupils in circumstances that meet the following legally defined criteria.

- To prevent a child from committing a criminal offence (this applies even if the child is below the age of criminal responsibility)
- To prevent a child from injuring self or others
- To prevent or stop a child from causing serious damage to property (including the child’s own property)

There is no legal definition of “reasonable force”. However, there are two relevant considerations:

- The use of force can be regarded as reasonable only if the circumstances of an incident warrant it
- The degree of force must be in proportion to the circumstances of the incident and the seriousness of the behaviour or consequences it is intended to prevent

The definition of physical force also includes the use of mechanical devices (e.g. splints on the pupil prescribed by medical colleagues to prevent self-injury), forcible seclusion or use of locked doors. It is important for staff to note that, although no physical contact may be made in the latter situations, this is still regarded as a Restrictive Physical Intervention.

Legal defence for the use of force is based on evidence that the action taken was:

- Reasonable, proportionate and necessary
- In the best interest of the young person

This document takes into account DfE Guidance on Use of Reasonable Force July 2013 <https://www.gov.uk/government/publications/use-of-reasonable-force-in-schools>

When the Use of Restrictive Physical Interventions May Be Appropriate in Bushey Heath Primary School

Restrictive Physical Interventions will be used when all other strategies have failed, and therefore only as a last resort. All staff should focus on de-escalation and preventative strategies rather than focusing solely on reactive strategies. However, there are other situations when physical handling may be necessary, for example in a situation of clear danger or extreme urgency. Certain pupils may become distressed, agitated, and out of control, and need calming with a brief Restrictive Physical Intervention that is un-resisted after a few seconds.

The safety and well-being of all staff and pupils are important considerations. Under certain conditions this duty must be an over-riding factor.

Who May Use Restrictive Physical Intervention in Bushey Heath Primary School

The following staff (as well as the teachers employed at the school) are authorised by the Headteacher to have control of pupils, and must be aware of this Policy and its implications. However, non-inclusion on this list does not mean that an adult is necessarily barred from using physical intervention. If the Head has lawfully placed an adult in charge of children, then that adult will be entitled to use restrictive physical intervention.

We take the view that staff should not be expected to put themselves in danger and that removing other pupils and themselves from risky situations may be the right thing to do. We value staff efforts to rectify what can be very difficult situations and in which they exercise their duty of care for the pupils.

Titles of Authorised staff

Teachers, Teaching Assistants, MSA's and Caretaker in addition the Headteacher may give temporary authorisation to others e.g. parent helpers on a trip.

Planning for the Use of Restrictive Physical Interventions in Bushey Heath Primary School

Staff will use the minimum force needed to restore safety and appropriate behaviour.

When considering the use of restrictive physical intervention there are only three components that can be judged as wrong.

- A negative impact on the process of breathing
- Pain as a direct result of the technique
- A sense of violation

Elevated risks

The following can result in a sense of violation, pain or restricted breathing

- The use of clothing or belts to restrict movement
- Holding a person lying on their chest or back
- Pushing on the neck, chest or abdomen
- Hyper flexion or basket type holds
- Extending or flexing of joints (pulling and dragging)

The following can result in significant injury:

- Forcing a child up or down stairs
- Dragging a child from a confined space
- Lifting and carrying
- Seclusion, where a person is forced to spend time alone against their will (requires a court order except in an emergency)

The principles relating to Restrictive Physical Intervention are as follows:

- Restrictive Physical Intervention is an act of care and control, not punishment. It is never used to force compliance with staff instructions
- Restrictive Physical Intervention will only be used in circumstances when one or more of the legal criteria for its use are met
- Staff will only use it when there are good grounds for believing that immediate action is necessary and that it is in the pupil's and/or other pupils' best interests for staff to intervene physically.
- Staff will take steps in advance to avoid the need for Restrictive Physical Intervention through dialogue and diversion. The pupil will be warned, at their level of understanding, that Restrictive Physical Intervention will be used unless they cease the unacceptable behaviour
- Staff will use the minimum force necessary to ensure safe outcomes
- Staff will be able to show that the intervention used was a reasonable response to the incident
- Every effort will be made to secure the presence of other staff, and these staff may act as assistants and/or witnesses
- As soon as it is safe, the Restrictive Physical Intervention will be relaxed to allow the pupil to regain self-control
- A distinction will be maintained between the use of a one-off intervention which is appropriate to a particular circumstance, and the using of it repeatedly as a regular feature of school policy
- Escalation will be avoided at all costs, especially if it would make the overall situation more destructive and unmanageable
- The age, understanding, and competence of the individual pupil will always be taken into account
- In developing Individual Education/Behaviour Plans, consideration will be given to approaches appropriate to each pupil's circumstance
- Procedures are in place, through the pastoral system of the school, for supporting and debriefing pupils and staff after every incident of Restrictive Physical Intervention, as it is essential to safeguard the emotional well-being of all involved at these times.

Acceptable Forms of Physical Intervention in Bushey Heath Primary School

Positive Physical Contacts.

There are occasions where there may be physical contact between staff and pupils other than when adults are physically intervening to prevent serious misbehaviour.

Staff and adults are aware of sensitivities of any form of physical contact with children. However, contact between children and adults might be appropriate for a variety of reasons, including:

- Guiding a small child on the playground. This should be only used where necessary and not form general practice.
- Calming/reassuring/comforting contact with a child that is upset or injured. This should only take the form of the 'Bushey Heath Hug'. A gentle touch on the arm to re-focus attention
- Guiding (without force) a pupil/child away from a situation or location using a hand on the back of the child's forearm and not by pulling a child's hand or arm.
- First Aid and medical treatment
- For curricular reasons (for example in P E, drama etc.)
- In an emergency to avert danger to the pupil or pupils
- In rare circumstances, when Restrictive Physical Intervention is warranted

Planned physical interventions can be viewed as positive, because it is committed to keeping children and adults safe and included in all settings.

In all situations where physical contact between staff and pupils takes place, staff must consider the following:

- the pupil's age and level of understanding
- the pupil's individual characteristics and history
- the location where the contact takes place (it should not take place in private without others present)

Physical contact is never made as a punishment, or to inflict pain. All forms of corporal punishment are prohibited. Physical contact will not be made with the participant's neck, breasts, abdomen, genital area, other sensitive body parts, or to put pressure on joints. It will not become a habit between a member of staff and a particular pupil. (Should a pupil appear to enjoy physical contact this must not be sought via Restrictive Physical Intervention).

Developing a Positive Handling Plan in Bushey Heath Primary School

If a pupil is identified for whom it is felt that Restrictive Physical Intervention may be a likely result, then a Positive Handling Plan will be completed. This Plan will help the pupil and staff to avoid difficult situations through understanding the factors that influence the behaviour and identifying the early warning signs that indicate foreseeable behaviours that may be developing. The plan will include:

- involving parents/carers and pupils to ensure they are clear about what specific action the school may take, when and why
- a risk assessment to ensure staff and others act reasonably, consider the risks, and learn from what happens
- a record to be kept in school of risk reduction options that have been examined and discounted, as well as those used
- techniques for managing the pupil's behaviour i.e. strategies to de-escalate a conflict, and stating at which point a Restrictive Physical Intervention may be used
- identifying key staff who know exactly what is expected. It is best that these staff are well known to the pupil
- ensuring a system to summon additional support
- identifying training needs

Guidance and Training for Staff

Guidance and training are essential in this area. We need to adopt the best possible practice. In Bushey Heath Primary School this is arranged for all staff at a number of levels including:

- awareness of issues for governors, staff and parents
- behaviour management techniques for all staff
- managing conflict in challenging situations - all staff

Training in practical techniques of Restrictive physical intervention may be required for staff where there is a significant likelihood of them needing to intervene physically due to the nature of the pupil (or pupils) that they are working with. Where there is an identified need for such training, staff will be trained by an approved instructor. (NB there is no legal requirement for staff to be trained in the use of practical techniques so staff may exercise their legal right to physically intervene even if they have not had such training. However, they would still need to demonstrate that their intervention was reasonable and proportionate).

Hertfordshire Steps is the local authorities preferred approach to supporting positive behaviour management in schools and services. The local authority has provided 'Step On' training to staff on elements of restrictive physical intervention and personal safety.

Complaints

It is intended that by adopting this policy and keeping parents and governors informed we can avoid the need for complaints. All disputes which arise about the use of force by a member of staff will be dealt with according to Child Protection and Safeguarding policies.

5 The Role of the Class Teacher

It is the responsibility of class teachers to ensure that the behaviour system are enforced in their classes, and that their classes behave in a responsible manner during lesson time.

The class teachers in our school have high expectations of the children with regard to behaviour, and they strive to ensure that all children work to the best of their ability.

The class teacher treats each child fairly, and enforces the behaviour system consistently. The teachers treat all children in their classes with respect and understanding.

The class teacher records their behaviours concerns on CPOMS, seeks help from the Headteacher and liaises with parents/carers.

The class teacher liaises with external agencies, as necessary, to support and guide the progress of each child. The class teacher may, for example, discuss the needs of a child with the education social worker or LEA behaviour support service.

The class teacher reports to parents about the progress of each child in their class, in line with the whole-school policy. The class teacher may also contact a parent if they have concerns about the behaviour or welfare of a child.

Teachers' powers to discipline include the power to discipline pupils even when they are not at school or in the charge of a member of staff.

The class teacher may confiscate prohibited items.

6 The Role of the Headteacher

It is the responsibility of the Headteacher, under the School Standards and Framework Act 1998, to implement the school behaviour policy consistently throughout the school, and to report to governors, when requested, on the effectiveness of the policy. It is also the responsibility of the Headteacher to ensure the health, safety and welfare of all children in the school.

The Headteacher supports the staff by implementing the policy, by setting the standards of behaviour, and by supporting staff in their implementation of the policy.

The Headteacher monitors records of all reported serious incidents of misbehaviour on CPOMS.

The Headteacher has the responsibility for giving fixed-term suspensions to individual children for serious acts of misbehaviour. For repeated or very serious acts of anti-social behaviour, the Headteacher may permanently exclude a child. These actions are taken only after the school governors have been notified.

7 Pupils' Conduct Outside the School Gates – Teachers' Powers

What the law allows:

Teachers have the power to discipline pupils for misbehaving outside of the school premises "to such an extent as is reasonable".

Subject to the behaviour policy, teachers may discipline pupils for:

- Misbehaviour when the pupil is:
 - Taking part in any school-organised or school-related activity or
 - Travelling to or from school or
 - Wearing school uniform or
 - In some other way identifiable as a pupil at the school
- Or misbehaviour at any time, whether or not the conditions above apply, that:
 - Could have repercussions for the orderly running of the school or
 - Poses a threat to another pupil or member of the public or
 - Could adversely affect the reputation of the school including misuse of social media.

In all cases of misbehaviour the teacher can only discipline the pupil on school premises or elsewhere when the pupil is under the lawful control of the staff member.

8 Seclusion/Isolation Rooms

The school may allow disruptive pupils to be placed in an area away from other pupils for a limited period. In Bushey Heath Primary School this room is referred to as the Wellbeing Room. As with all other disciplinary penalties, the school must act reasonably in all the circumstances when using such rooms. Any use of isolation that prevents a child from leaving a room of their own free will should only be considered in exceptional circumstances.

The school must also ensure the health and safety of pupils and any requirements in relation to safeguarding and pupil welfare.

It is for the school to decide how long a pupil should be kept in seclusion or isolation, and for the staff member in charge to determine what pupils may and may not do during the time they are there. We would ensure that pupils are kept in seclusion or isolation no longer than is necessary and that their time is spent there is used as constructively as possible.

9 The Role of Parents

The school collaborates actively with parents, so that children receive consistent messages about how to behave at home and at school.

We explain the school rules in the school prospectus, and we expect parents to read them and support them.

We expect parents to support their child's learning, and to co-operate with the school. We try to build a supportive dialogue between the home and the school, and we inform parents immediately if we have concerns about their child's welfare or behaviour. We also expect parents or carers to inform the school of behavioural difficulties at home, and to discuss any aspect of their child's health that may impact on their child's performance or behaviour at school.

If the school has to use reasonable sanctions to punish a child, we expect parents to support the actions of the school. If parents have any concerns about the way that their child has been treated, they should initially contact the class teacher. If the concern remains, they should contact the school governors. If these discussions cannot resolve the problem, a formal grievance or appeal process can be implemented.

10 The Role of 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 Headteacher in adhering to these guidelines.

The Headteacher has the day-to-day authority to implement the school's policy on behaviour and discipline, but governors may give advice to the Headteacher about particular disciplinary issues. The Headteacher must take this into account when making decisions about matters of behaviour.

11 Fixed-Term and Permanent Exclusions

Please refer to the School's Exclusions Policy.

12 Drug and Alcohol Related Incidents

It is the policy of this school that no child should bring any drug, legal or illegal, to school. If a child will need medication during the school day the parent or guardian should notify the school and ask permission for the medication to be brought. This should be taken directly to the school office for safekeeping. Any medication needed by a child while in school must be taken under the supervision of a teacher or other adult worker.

The school will take very seriously misuse of any substances such as glue, other solvents, or alcohol. The parents or guardians of any child involved will always be notified. Any child who deliberately brings substances into school for the purpose of misuse will be punished by a fixed-term exclusion. If the offence is repeated, the child will be permanently excluded, and the police and social services will be informed.

If any child is found to be suffering from the effects of alcohol or other substances, arrangements will be made for that child to be taken home.

It is forbidden for anyone, adult or child, to bring onto the school premises illegal drugs. Any child who is found to have brought to school any type of illegal substance will be punished by a temporary exclusion. The child will not be readmitted to the school until a parent or guardian of the child has visited the school and discussed the seriousness of the incident with the Headteacher.

If the offence is repeated the child will be permanently excluded.

If a child is found to have deliberately brought illegal substances into school, and is found to be distributing these to other pupils for money, the child will be permanently excluded from the school. The police and social services will also be informed.

13 Monitoring and Review

The Headteacher monitors the effectiveness of this policy on a regular basis. The Headteacher also reports to the governing body on the effectiveness of the policy and, if necessary, makes recommendations for further improvements.

The Headteacher keeps a record of any child who is suspended for a fixed-term, or who is permanently excluded.

It is the responsibility of the governing body to monitor the rate of suspensions and exclusions, and to ensure that the school policy is administered fairly and consistently. The governing body will ensure that the school will follow all guidance and ensure that no child is treated unfairly.

The governing body reviews this policy annually. The governors may, however, review the policy earlier than this if the government introduces new regulations, or if the governing body receives recommendations on how the policy might be improved.

This behaviour policy recognises and is consistent with the school's legal duties under the Equality Act 2010, in respect of safeguarding and in respect of pupils with special educational needs (SEN).

Date Policy Reviewed/Amended:	May 2020
Chair of Governors:	James Hughes
Headteacher:	Penny Barefoot
Review Date:	April 2021
Reviewed by:	Full Governing Body