

WESTFIELD PRIMARY SCHOOL

Behaviour Policy

from September 2023



Behaviour Policy

Behaviour Policy Overview

Visible adult consistencies/ adult behaviour:

1. Meet and greet- zones of regulations
2. Calm, consistent and fair- classroom charters
3. Positive noticing - find the good/ model expectations
4. Our 6 Nurture Principles reinforce caring approach:



Positive Reinforcement

i.e. catch children being good and share with others

1. Positive fast feedback
e.g. praise (verbal, sticker/stamp, Marvellous Me)
2. Star of the week/ Head Teachers award
3. Showing good work to other adults in school
4. Phone call home/Marvellous Me / catch on the playground

Common Phrases

1. Wonderful walking
2. Terrific transitions
3. 5Rs
4. Lovely listening
5. Thank you for...
6. Empathy nurture principles embodied

Stepped sanctions e.g.

- 1) non-verbal signal
- 2) Describe preferred behaviour
- 3) Verbal reminder of expectations
- 4) Another verbal reminder
- 5) Time out
- 6) Phone calls home/meetings with parents/behaviour letters

Verbal support e.g.

I've noticed that ... you know the Westfield Way:
Be respectful, safe, ready and kind.
Can you remember when you ...
(recognise when this was done well) ...

Restorative questions e.g.
What has happened?
What were you feeling at the time?
Who was affected by the actions?
What needs to be done to make things right?
How can we do things differently?

Serious unacceptable behaviour straight to Steps 5 and 6 with additional Support & sanctions (including suspensions or exclusions) from HT/ SLT / Inclusion Team, including support beyond the classroom for behaviours such as, sexual harassment, physical violence, bullying, racism, challenging behaviours, prohibited items or actions (concealed weapon e.g. knife/vaping/smoking) and homophobia.

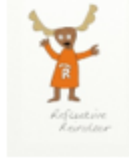
Support beyond the classroom e.g.

1. Pastoral
2. Senior Leadership monitor reward charts
3. Parent letters / meetings
4. Individual behaviour plans and strategies
5. Multi-agency (EP/ Social Care/ Mhdworks)
6. Designated safe space
7. Trusted adult

Alternatives to suspension or permanent exclusion e.g.

1. Internal exclusions
2. Personalised timetables
3. Proactive Support Intervention Plans
4. Managed moves
5. Short-term off-site support

Our 5Rs



Behaviour Policy

This policy should be read in conjunction with the school's Anti-bullying policy.

1. Aims

The aim of this policy is to create a secure and happy school and a safe environment in which all children can learn and reach their full potential.

We wish to continue to encourage and reinforce good behaviour and the children's well-being during this time.

"Good behaviour in schools is central to a good education. Schools need to manage behaviour well so they can provide calm, safe and supportive environments which children and young people want to attend and where they can learn and thrive. Being taught how to behave well and appropriately within the context they're in is vital for all pupils to succeed personally."

DfE Guidance: Behaviour in schools - Advice for headteachers and school staff September 2022.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1101597/Behaviour_in_schools_guidance_sept_22.pdf

We expect all members of our school to adhere to the Westfield Way and our 5 underpinning values of **Positivity, Respect, Independence, Diversity and Excellence** (PRIDE) that support our children in becoming good citizens. These lie at the heart of the high expectations we have for behaviour in our school.

We believe that the school has a central role in the children's social and moral development just as it does in their academic development. Just as we measure academic achievement in terms of progress and development over time towards academic goals, so we measure standards of behaviour and well-being in terms of the children's ability to develop and grow into positive members of society.

In formulating our behaviour policy, we have considered the provisions set out in the DfE guidance document- Behaviour in schools - Advice for headteachers and school staff September 2022.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1101597/Behaviour_in_schools_guidance_sept_22.pdf

This policy complies with Schedule 1 of the Education (Independent School Standards) Regulations 2014.

2. Roles, responsibilities and expectations

At Westfield Primary, we believe the best way to ensure positive behaviour is to make learning in class engaging, creative and fulfilling. Pupils achieving positive outcomes will be less likely to demonstrate poor behaviour.

All adults encountered by the children at school have an important responsibility to develop a calm and safe environment for pupils and establish clear boundaries of acceptable pupil behaviour. Staff should uphold the whole-school approach to behaviour by teaching and modelling high standards of behaviour, both when with children and with each other, as their example has an important influence on the children. Staff must recognise the impact of their own behaviour on the school culture and use this to uphold the school rules and expectations.

Staff should address behaviour choices, appropriate and inappropriate, of all pupils that they meet around school to uphold the expectations consistently across the school. The behaviour of all pupils is the responsibility of all adults in school. Teachers model the *positive language of choice and consequences in order to support children in making choices about their behaviour*. This means that when talking to children, teachers avoid confrontation in front of the whole class, use a calm voice, listen to children, allowing them to be fully heard, and respond in the same way that they wish the child to respond. At Westfield Primary we understand the importance of recognising pupils' feelings and responding appropriately as being role-modelled by the adults. This will encourage children to develop good behaviour habits and to have the confidence to ask for help when they need it. It is recognised that children make choices of how they behave and they are supported by learning how to make good choices.

All members of the school community must address behaviours and incidents of bullying, discrimination and derogatory language (including name calling) and deal with them quickly and effectively by following the school's procedures and policies. Where circumstances arise that compromise the safety of pupils and/or staff, the school will act decisively and as swiftly as possible to remove the threat and reduce the likelihood of its reoccurrence.

Power to issue sanctions

The school, which includes teachers and other staff with responsibilities for pupils, have a statutory power to issue sanctions to pupils for breach of school rules, failure to follow instructions or other unacceptable conduct.

Zones of Regulation

Zones of Regulation are used throughout the school to create a consistent language for describing emotions and feelings through four colours: blue, green, yellow and red. This supports our behaviour expectations across the school. By understanding how to notice their body's signals, detect triggers, read social context and consider how their behaviour can impact those around them, pupils learn improved emotional control, sensory regulation, self-awareness and problem-solving abilities.

Positive engagement

Our emphasis on rewards is to reinforce good behaviour, rather than focus on failures, to help ensure the children's well-being and promote good behaviour choices. We believe that rewards have a motivational role, helping children to see that good behaviour is valued. The most common reward is praise, informal and formal, public and private, to individuals and groups. This is as true for adults as children. Rates of praise for behaviour is seen as high as for work.

Strategies are in place to reward appropriate behaviour: Usually weekly celebration assemblies take place where Stars of the week are nominated. Additional rewards include stickers or stamps from all staff members, including MMS; attendance certificates celebrate those children with 100% attendance on a termly and yearly basis and there is a weekly raffle for all children who are in attendance during a week on time. House points are awarded and attendance book tokens awarded.

At the beginning of each year, teachers will set up class-based rules with appropriate rewards and consequences linked to these.

Ultimately, we believe that teachers have the right to teach and that children have the right to learn in classrooms free from disruptive behaviour.

Positive Parental Partnerships

A positive partnership with parents is crucial to building trust and developing a common approach to behaviour expectations and strategies for dealing with problems. This participation assists the development of positive relationships in which parents are more likely to be responsive if the school requires support in dealing with difficult issues of unacceptable behaviour.

We ensure that all adults and children are respectful towards each other at all times by reinforcing the Westfield Way with children and staff, and displaying our Adult Code of Conduct on posters and signs on the outside gates and by external doors of the school premises. The Code of Conduct (see image below) requests that parents and visitors do not shout, use offensive language, aggression, threatening language or gestures, or violence towards staff and is supported by the EEEA Trust.

We welcome visitors to our school.

We will act to ensure it remains a safe place for pupils, staff and all other members of our community.

If you have concerns we will always listen to them and seek to address them.

Please be aware, however, that abusive, threatening or violent behaviour will not be tolerated. Visitors behaving in this way may be subject to a bar from the school site.

No meeting at the school may be electronically recorded without the express permission of all parties. Information obtained without such permission will not be admissible in any proceedings.



Adult Conduct in School



We have an expectation that all adults and children in school are always respectful to each other. This includes parents and visitors.

Adults who use offensive language, shout, are aggressive, threaten or are violent towards staff...

- Will be asked to leave the school site.
- If they refuse, the police will be called.
- Adults may be banned from entry to the school site in the future.

Staff will not continue with the conversation and will walk away.

...whilst on the phone:

- The phone call will be terminated by the member of staff on the receiving end.
- The police may be notified.



POSITIVITY, RESPECT, INDEPENDENCE, DIVERSITY, EXCELLENCE.

This behaviour policy is posted on the school's website and printed as a parent-friendly leaflet (in English and other languages used within our school community) to ensure parents have full access to it all year round.

Opportunities will be taken in Learning for Life (PSHE), Relationship and Sex Education, circle time and assemblies to raise issues of behaviour. Where the behaviour of a child is giving cause for concern it is important that all those working with the child in school are aware of those concerns, and of the steps which are being taken in response. The key professional in this process of communication is the class teacher who has initial responsibility for the child's welfare.

Examples of Behaviour:

Acceptable Behaviour

- Looking after and supporting each other
- Trying hard to do their best and finishing tasks in a given time
- Being kind, good mannered and speaking politely to everyone in the community
- Respecting other people, their possessions and school property
- Working and playing together co-operatively
- Asking for help or telling an adult if they are unhappy
- Accepting responsibility
- Following the Westfield Way Rules

Unacceptable Behaviour

- Showing a lack of respect
- Inappropriate language
- Using threatening behaviour, including bullying as detailed in the Anti-bullying Policy
- Not following requests of adults without a good reason
- Discriminating against others
- Deliberately vandalising school or other people's property
- Disrupting other pupils' learning, including behaviour which results in the need to evacuate the area.

Serious Unacceptable Behaviours

- Violence towards an adult or a child (physical or verbal assault, abuse or threatening behaviour) Sexual violence or harassment (we have a zero tolerance to sexual harassment and violence)
- Repeated occurrences of bullying
- Smoking or vaping
- Possession of prohibited items, for instance, knives, drugs, alcohol, cigarettes, vapes
- Racist abuse
- Abuse against sexual orientation or gender reassignment
- Abuse relating to disability

THE WESTFIELD WAY RULES

The goal of using the Westfield Way Rules throughout the school is to have a simple, but fair and consistent approach to establishing a safe, orderly, positive environment in which adults can teach and children can learn. These are displayed in each classroom.



We are aiming to be positive in our approach, to notice and reward good behaviour rather than take it for granted and promote everyone's well-being.

Dining Hall and Playground Westfield Way Rules

Posters showing rules appropriate to the dining hall and playground will be displayed in both areas of the school. Mid-day Meal Supervisors (MMS) will use these to help manage the children's behaviour at lunchtime but will call on senior staff for assistance should the need arise.

Nurture Principles



Weekly Well-Being Time

The well-being time follows the 5 ways to well-being themes and is rotated round the year groups, enabling classes to work together if they wish and ensuring the children know about the different ways to well-being.

The 5 ways to well-being:

- To connect
- To keep learning
- To be active
- To take notice
- To give

This links to the school's Well-being & Positive Mental Health policy.

3. Responding to Behaviour

We maintain a positive culture by working hard to reinforce positive, appropriate behaviour which reflects the values of our school and prepares pupils to engage in their learning. We understand that on occasions pupils may make unacceptable behaviour choices and we support children to understand that there are consequences for behaviour which will be reasonable, proportional and from an understanding of the situation.

We respond to appropriate behaviour with a range of rewards (given in the section below) and to inappropriate behaviour with a predictability, promptly and assertively following the flow chart below, ensuring that the priority is the safety of the pupils and staff and the restoration of a calm environment. We ensure that staff respond in a consistent, fair and proportionate manner so pupils know with certainty that inappropriate behaviour choices will always be addressed. De-escalation techniques are used to prevent further behaviour issues arising and recurring. These are often shared with staff and parents through school documents such as, a behaviour plan or a provision map.

We aim to maintain an environment and culture that is calm and safe in which all pupils can learn and thrive. To achieve this, we apply

- **Deterrence:** using sanctions that are made clear to all pupils (through discussion, displays, child-friendly behaviour policy, for example)
- **Protection;** keeping pupils safe is a legal duty of all staff. Our sanctions ensure the safety of pupils.
- **Improvement;** pupils are supported to understand and follow the rules and supported to reflect on behaviour choices.

Taking account of individual pupil needs

The following factors will be taken into account when considering individual pupils' needs and circumstances when applying the school's behaviour policy.

- race, religion or belief, gender, sexual orientation and culture
- SEN and Disability
- circumstances of all vulnerable pupils

Rewards and Consequences

Rewards

We believe that children respond well when considering the good choices that they make. We have a series of rewards that all staff and visitors are able to use to promote making the right choice of behaviour.

1. **STICKERS** - these may be given for hard work, good behaviour or showing kindness to others. The stickers may be given to the child to wear or be stuck in their books to highlight good work.
2. **CERTIFICATES** - these are given out in Celebration Assembly both weekly and at the end of each term.
3. **HOUSE POINTS** - these may be awarded for positive choices, good work, or extra effort. Each child is entered into a House (Phoenix, Dragon, Griffin, Pegasus), and the house points are collated by Yr. 6 prefects and shared in Celebration Assembly.
4. **REWARD BOX** - this may be awarded to children showing exceptional kindness, effort or good behaviour. Children may also accumulate time with the class' Reward Box through monitoring of their behaviour linked to specific targets.
5. **MARVELLOUS ME** - 'Marvellous Me badges' are sent to parents via the Marvellous Me App to tell them of exceptional effort shown by their child that day. This could be related to their behaviour, a positive characteristic demonstrated or their work. They are rewarded to individuals, groups or the whole class.
6. **DOJO (Monster Points)** - children can earn Dojo points by demonstrating positive behaviour such as helping others, working hard, reading at home, being kind and putting in effort during learning time. They are rewarded to individuals, groups or the whole class. Rewards for the children with the most points in each class are given at the end of the week.

Consequences

Although rewards are central to the encouragement of good behaviour, realistically there is a need for sanctions to register the disapproval of unacceptable behaviour and to protect the security and stability of the school community. In an environment where respect is central, loss of respect or disapproval is a powerful reprimand.

The use of sanctions should be characterised by certain features:

- It must be clear why the sanction is being applied
- It must be clear what changes in behaviour are required to avoid future consequences
- There should be a clear distinction between minor and major offences
- It should be the behaviour, rather than the person, that is being punished

For consequences to be an effective and helpful tool in teaching children that behaviour has consequences, they are presented to them as a choice.

Children are taught what unacceptable behaviour is and are made aware of the sanctions for breaking the rules.

Sanctions

*Sanctions are not a punishment. They are actions which pupils know **they** will "choose" to have should **they choose** to break the rules. They are natural outcomes of inappropriate behaviour.*

These sanctions include:

- A verbal reprimand
- Removal from the group
- Extra work, or repeating unsatisfactory work until it meets the required standard
- The setting of written tasks e.g. apology letter
- Withdrawal of break or lunchtime privileges
- School based community service - i.e. tidying classrooms, picking up litter, clearing up the dining hall
- Being placed on report for behaviour monitoring
- Extra physical activity
- Banning the pupil from an event, if these are not an essential part of the curriculum
- Internal exclusion
- Parent/carer involvement
- Suspension (fixed term)
- Permanent exclusion

Behaviour Flow Chart

Step 1 - Class teacher strategies

In the event of a child displaying inappropriate behaviour, the class teacher should use their knowledge of the child to de-escalate the behaviour and give the pupil an opportunity to make the right choices. The language used is extremely important with a particular emphasis on highlighting an alternative positive behaviour for the pupil to choose.

a) **Non-verbal signal** e.g. a look or a hand signal.

If inappropriate behaviour continues



b) **Describe the preferred behaviour:** reflect on when behaviour has been good.

If inappropriate behaviour continues



c) **Verbal reminder of expected behaviour**

If inappropriate behaviour continues initial on board/ clip board



d) **Another verbal reminder of expected behaviour**

Language of choice used and consequence explained.



e) **Time out**

i. Separate child from the rest of the class, but so they can be seen and they can hear the lesson (in the playground this may mean asking them to stand away or sit on a bench quietly).

or

ii. Send child to another member of staff.

This step may be repeated more than once during one day.

If inappropriate behaviour continues frequently or is more serious



Step 2 - Class Teacher (informal)

Class teacher starts an **ABCC Log (see appendix 1)** for the pupil and speaks to parent by phone or at beginning / end of day

Proactive behaviour management strategies to be put in place; such as 5 Point Scale, basic reward strategies. The child may be asked by the class teacher to spend some time reflecting on their behaviour and the effect upon others (see appendix 3 which can be used to support this reflection); for all children this needs to be done at the first opportunity when the child is calm, as part of their time out/consequence. Reflection materials may be used, depending on the age and ability of the child, for instance, Comic Strip Conversations, Restorative Approaches, drawing a picture of what happened, writing a letter of apology or a reflection sheet, (see appendix 3).



Step 3 - Class Teacher (formal)

Class Teacher arranges a more formal meeting/ conversation with parent(s)/carers via telephone or in person and is followed up with **Letter 1 (see appendix 4a)**. A Behaviour Chart (see appendix 2) will be set up, there will be class-based reward around child's specific targets and these are discussed in liaison with the Inclusion Leader. The letter is saved in the child's behaviour log folder and is noted as an action and consequence on the behaviour log.



Step 4 Inclusion Leader (formal)

Inclusion Leader arranges formal discussion with class teacher and then parent/carer following up with **Letter 2 (see appendix 4b)** The pupil may be placed on a Positive Behaviour Support Plan (see appendix 5) and other strategies will be explored in discussion with parent, child and school staff. Other strategies could include Risk **Assessments**, external support and placement on the SEND register.



Step 5 Suspension / Permanent Exclusion

Consideration of contributing factors

Where appropriate staff will always consider any contributing factors that are identified after a behaviour incident has occurred e.g. if the pupil has suffered a bereavement, experienced abuse or neglect, had mental health needs, has been subject to bullying, has needs including SEND (including any not previously identified), has been subject to criminal exploitation, or is experiencing significant challenges at home.

Staff will also consider if, and to what extent, any provocation triggered the behaviour incident.

Internal Exclusion

Internal exclusions will be given as a sanction for incidents that seriously breach behaviour issues, such as fighting, deliberately setting out to hurt another child, sexual harassment, continuously refusing to follow request of members of the staff, including the senior leadership team, placing themselves or others in danger deliberately. This sanction will be recorded in a Red Book in the headteacher's office filled in by the child's class teacher.

Exclusions

Children will be suspended or permanently excluded from school for serious behaviour issues, in accordance with DfE guidance: see 'Suspension and Permanent Exclusion from maintained schools, academies and pupil referral units in England, including pupil movement Guidance for maintained schools, academies, and pupil referral units in England May 2023;

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1162401/Suspension_and_permanent_exclusion_guidance_May_2023.pdf

Behaviour that may lead to suspension or permanent exclusion includes:

- Breaches of the school's behaviour policy, *including persistent disruptive behaviour*, behaviour which results in the need to evacuate the area, persistent refusal or when the school has exhausted all strategies to enable the individual to turn around their behaviour, including identified support through SEND Support Arrangements.
- Behaviour which would cause harm to the education or welfare of the pupil or others in the school

A serious breach of school's behaviour policy may result in a permanent exclusion for a first-time offence.

4. Specific behaviour incidents

Serious behaviour incidents

Serious incidents will be dealt with on an individual basis by the Headteacher, Inclusion Leader and members of the Senior Leadership Team and will include internal sanctions e.g. internal exclusion, external suspension, time in another class.

In the event of extreme violence, the adult in the area will contact the Inclusion Leader/ Senior Leadership or the school office by using the school phone or a walkie talkie.

For the areas of the school which do not have a phone located in the immediate vicinity, the following emergency procedures should be followed:

- All outside areas of the school - staff must have a walkie-talkie or the school mobile phone or /own/a mobile phone with them so that they can use this to contact the office in the case of an emergency.
- Book Shed - staff must have a walkie-talkie with them as they may be in this area on their own with a child. They can use this to contact the office in an emergency.
- Gym - staff must have a walkie-talkie with them so that they can use this to contact the office in an emergency.

- Library - staff should use Caterpillars' phone either by sending a child with a red card to give to an adult in Caterpillars or by alerting another adult in or by the library to do so.
- Satellite Room - staff should use Caterpillars' phone either by sending a child with a red card to give to an adult in Caterpillars or by alerting another adult in or by the Satellite Room to do so.
- The Nest - staff should use Dragon's Liar's phone to contact the office in an emergency.
- Tranquillity Cove - staff should use Bumblebees' phone by alerting another adult in or by Tranquillity Cove to do so.
- Zen Den - staff must have a walkie-talkie with them so that they can use this to contact the office in an emergency.
- Main hall - staff should go directly to the office either by sending a child or by alerting another adult in or by the main hall to do so.
- Symphony Suite - this has a walkie talkie located in the room. This must not be removed. Staff must use this walkie-talkie in an emergency.

Children who flee

In the case of children who flee, the Inclusion Leader/SLT and the office must be alerted by phone or a walkie-talkie. The child should then be observed and watched at a distance by a member of staff until safely brought back to counsel. The members of staff involved in looking for the child must take a walkie-talkie with them and stay in contact with the office staff. In the case of children who leave the school site, it is policy to telephone the police and contact parents. Adults should be aware that it may cause an additional risk to an upset child if they are pursued. However, a member of the senior staff may follow if they deem it safe (for the child) to do so, taking with them a walkie-talkie/mobile phone to stay in contact - this should be done at a distance to maintain a view of the child. In such an event, it is also the policy to review the child's future participation in off-site activities, for reasons of safety, ensuring a risk assessment is completed.

Challenging behaviour

DfE guidance Fair Access protocols states challenging behaviour is:

What is challenging behaviour?

Behaviour can be described as challenging where it would be unlikely to be responsive to the usual range of interventions to help prevent and address pupil misbehaviour or it is of such severity, frequency or duration that it is beyond the normal range that schools can tolerate. We would expect this behaviour to significantly interfere with the pupil's or other pupils' education or jeopardise the right of staff and pupils to a safe and orderly environment.

Where anti-social, disruptive or aggressive behaviour is frequent, additional specialist support and advice may be sought from external agencies. Referrals will be discussed between the Inclusion Leader/member of the Senior Leadership Team and parents.

Removal from Classroom

On occasions, as a response to serious misbehaviour, a pupil may be requested to leave the classroom as a sanction (see flow chart above) for a required specified time and place. Whilst the pupil is out of the classroom, he/she will have continuous education provided and in a supervised setting, such as another classroom. The continuous education provided may differ to the mainstream curriculum or the activities occurring in the pupil's usual classroom but will still be meaningful for the pupil.

Response to severe behaviours

Severe behaviour can be described as a serious or persistent breach of the school rules, especially where this adversely affects the education or welfare of others.

Consequences for severe behaviour, whatever the reason, must be enforced to ensure that staff and children are kept safe, to protect the school site from damage and to ensure children's learning is not disrupted, for example:

- Violence towards an adult or a child (physical or verbal assault, abuse or threatening behaviour) - an immediate period of isolation, followed by a meeting with parents. Suspension or permanent exclusion will also be considered.
- Damage to school property - A meeting with parents with a consequence of an internal exclusion, suspension or permanent exclusion.
- Severe disruption to whole class learning - Behaviour support plan reviewed or considered, with a consequence of an internal exclusion, suspension or permanent exclusion.
- Refusal to engage with a consequence for severe behaviour - a meeting with parents, followed by an internal exclusion, suspension or permanent exclusion.
- Possession of a prohibited item, without intent to use, a meeting with parents and an internal exclusion or suspension.
- Use or threat of use of a knife, offensive weapon or other prohibited item that has been prohibited by the school's behaviour policy - a meeting with parents followed by suspension or permanent exclusion.

Response to harmful sexual behaviours

Sexual violence and harassment offline or online are not tolerated at Westfield Primary school. All reports of harmful sexual behaviours will be investigated thoroughly by a member of the Senior Leadership Team, leading to a number of possible outcomes:

- **Pastoral Support**

It is highly likely that all children involved in sexual violence and harassment will require enhanced pastoral support to help them feel safe and heard in school.

- **Sanctions**

It is highly likely that the perpetrator of sexual violence or harassment will need to be sanctioned for their behaviour, regardless of the reason behind it. This is likely to involve limiting their freedom around the school site and increasing the level of supervision they receive. Suspension or permanent exclusion will also be considered.

- **Re-education**

It is possible that a child's behaviour may be the result of a misinformed sense of what is appropriate/safe/acceptable. In this context, the child would be re-educated about acceptable, safe, appropriate behaviour.

- **Risk assessment**

It is possible that there is a risk of a child's behaviour not changing or improving immediately. In this circumstance, a risk assessment would be enforced to help ensure long term monitoring and support achieve the change that is needed.

- **External support/referral**

The school may seek external support or refer to appropriate external organisations, following safeguarding procedures.

The school will log all incidences on CPOMS.

Parents can expect to be kept informed and updated about the school's actions and responses to harmful sexual behaviours.

Whenever suspensions or exclusions are being considered the school will proceed in accordance with DfE guidance: see 'Suspension and Permanent Exclusion from maintained schools, academies and pupil referral units in England, including pupil movement Guidance for maintained schools, academies, and pupil referral units in England May 2023.

Behaviour incidents online.

The same standards of behaviour are expected online as apply offline and any inappropriate online behaviour will be addressed in accordance with the same principles as offline behaviour.

Where online behaviour incidents occur outside the school day and off school premises, the school may still sanction pupils where their behaviour online poses a threat or causes harm to another pupil and/or could have repercussions for the orderly running of the school, when the pupil is identifiable as a member of the school or if the behaviour could adversely affect the reputation of the school.

Parents will be informed to enable them to follow the incident up with their child and put necessary supportive safety measures in place outside of school.

Sanctions for Pupil Misbehaviour Outside School

The school also has the statutory power to regulate the behaviour of pupils when off school premises and not supervised by school staff.

Pupils who choose to display inappropriate behaviours such as bad language/ malicious gossip/ social networking site comments that are derogatory towards members of the school community (other parents/ children or staff/ school's name) will be reminded of the school's ethos and their parents will be informed.

This includes behaviour on activities arranged by the school such as:

- educational visits and sporting events
- behaviour on the way to and from school
- behaviour when wearing school uniform in a public place
- misbehaviour that could have repercussions on the running of the school, pose a threat to another pupil or damage the school's reputation

Sanctions will depend on:

- The severity of the misbehaviour
- The extent to which the reputation of the school has been affected

Calling the Police

In certain circumstances it may also be necessary to call the police, for example where there has been a physical assault or an offensive weapon or prohibited item has been brought into school. In relevant circumstances the school will refer to NPCC when to call the police - Guidance for schools and colleges.

<https://www.npcc.police.uk/SysSiteAssets/media/downloads/publications/publications-log/2020/when-to-call-the-police--guidance-for-schools-and-colleges.pdf>

5. Procedures for suspensions (fixed term) and permanent exclusions are as follows:

- Inform the parents about the suspension/permanent exclusion without delay through a meeting (which may be on the telephone, Zoom or face to face) between the parents or carers, pupil and Headteacher or Inclusion Leader/member of the Senior Leadership Team as appropriate, followed by a letter advising of the suspension/ permanent exclusion terms based on the template letters referred to in the Surrey Inclusion Team model letters for suspension and permanent exclusion (Sept 2022)
- Arrange a reintegration meeting with parent(s) or carers and the pupil on their first day back from a suspension/exclusion and complete the Reintegration form in **appendix 6**.
- Inform the Governing Body, social worker (where the family is supported by social care), Virtual School Head (where the child is LAC, PLAC or SGO) and LA without delay, if the exclusion is a permanent one, a suspension for a fixed period of more than 5 days or if a public exam would be missed.
- Suspensions totalling 5 or fewer school days, or in any one term, must be reported for monitoring purposes once a term. These reports should include:

- Pupil name/ length of the suspension / reason for the suspension / pupil's age, gender and ethnicity/ SEND / Looked After status
- Regular contact will be made with the child from members of the school's Inclusion Team during the suspension. The aim of the contact will be to ensure of the wellbeing and safety of the child. The nature of the contact will be recorded on CPOMS by the Inclusion Team staff member.
- Supporting professionals, such as social workers or Family Support workers, will be notified of the suspension on the same day of notifying the parents of the suspension.

Parents have the right to make representations to the School Governor's Discipline Committee. The governing body has a duty to consider parents' representations about a suspension or a permanent exclusion when considering the reinstatement of the pupil (see 'Suspension and Permanent Exclusion from maintained schools, academies and pupil referral units in England, including pupil movement Guidance for maintained schools, academies, and pupil referral units in England May 2023); https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1162401/Suspension_and_permanent_exclusion_guidance_May_2023.pdf

If the headteacher cancels/rescinds a suspension or permanent exclusion that has not been reviewed by the governing board, they would notify the parents, governing board, LA and, if relevant, the social worker and Virtual School head.

A summary of the school's suspension/permanent exclusion procedure for parents is in appendix 7.

6. Supporting Pupils After a Sanction

Following a sanction, staff will consider the support needed to help the pupil to understand how to improve their behaviour and meet our behaviour expectations and rules. The strategies to do this may include;

- Discussion with the pupil about the rule that wasn't followed, why the rule is in place and the impact if it is broken, what they can do in the future to avoid breaking the rule or expectation and setting up any resources or strategies identified as a support to do so, next steps if their behaviour fails to improve and how to resolve/draw a line under the current behaviour misconduct (for example, an apology to appropriate pupil/adult).
- A phone call to parents and the Virtual School Head for looked after children if the child is LAC.
- We place consideration of any reasonable adjustments that may need to be made in response to the behaviour.
- Discussion with staff who support the child in school.
- Inquiries into circumstances outside of school, for instance, in the community and at home; conducted by a member of the school's Safeguarding Team
- A behaviour plan set up, to include behaviour interventions, strategies, support sessions from a member of the inclusion team.

7. Responding to the behaviour of pupils with Special Education Needs and/or Disability (SEND)

Children at risk of suspension or permanent exclusion are likely to be identified as having special educational needs and included on the school's SEND register: a child demonstrating social and behavioural difficulties (Social, Mental and Emotional Health) will be identified as having SEN. The SEND register is updated regularly by the Inclusion Leader and children placed on it will have an individual provision map. SEND Support Arrangements will be put in place when school-based strategies, following the school's Behaviour Policy, have not been effective.

A meeting will be set up with parents, Headteacher, Inclusion Leader or Senior Leader and any other relevant professionals. The school implements a person-centred approach so plans will consider the child's voice, needs and aspirations. The school should meet with the parents for regular reviews during which outcomes and strategies are reviewed and revised.

We aim to consistently and fairly promote high standards of behaviour for all pupils and we provide additional support where needed to support all children to achieve and learn as well as possible. We do not assume that because a pupil has SEND their behaviour is affected but we assess and judge each incident on its individual basis. We consider whether the child's SEND has contributed to the behaviour displayed and, if so, where it is appropriate and lawful to sanction the pupil, taking into account the Equality Act 2010 and schools guidance, May 2014

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf.

We try to understand the underlying causes of the behaviour, as we do with all our children, and whether additional support is needed.

We consider any reasonable adjustments that may need to be made to the sanction in response to any disability or SEND.

We recognise that if a child has a recognised condition that is more likely to result in a tendency to physical abuse, that can be a disability. This does not mean that a disabled child is exempt from sanction: rather it means that the decision about whether and, if so, how to sanction needs to be taken in a way that is consistent with the usual duties that the school has under the Equality Act 2010. At the same time, the school should consider ways in which other pupils are protected from further disruption and this may result in further support for the pupil.

8. Use of reasonable force

(DfE Use of reasonable force: Advice for headteachers, staff and governing bodies July 2013).

Please also see school's Touch & Physical Intervention Policy.

Reasonable force can be used to prevent pupils from hurting themselves or others, from damaging property, or from causing disorder.

Schools can use reasonable force to:

- Remove disruptive children from the classroom where they have refused to follow an instruction to do so
- Prevent a pupil behaving in a way that disrupts a school event or a school trip or visit
- Prevent a pupil leaving the classroom where allowing the pupil to leave would risk their safety or lead to behaviour that disrupts the behaviour of others
- Prevent a pupil from attacking a member of staff or another pupil, or to stop a fight in the playground. Staff may physically separate pupils found fighting. (Use of Reasonable Force DfE Guidance).
- Restrain a pupil at risk of harming themselves through physical outbursts

The particular special needs and disabilities of pupils will be taken into account when making the decision to use force. Under no circumstances should force be threatened or used as a punishment. We support the use of Positive Touch techniques.

Reporting and Recording Incidents

- The school will keep records of incidents where members of staff have used force
- All injuries will be reported and recorded in accordance with school procedures

9. Searching and Confiscation

For more details of Searching, Screening and Confiscation, please refer to **Searching, Screening and Confiscating Guidance (July 2022)**

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1091132/Searching_Screening_and_Confiscation_guidance_July_2022.pdf

When can a search be carried out

- A search can be considered if a staff member has reasonable grounds for suspecting that the pupil is in possession of:
 - a prohibited item as listed below; or
 - any other item banned by the school rules that the school rules identify as an item which may be searched for as listed below.
- Prohibited items are:
 - knives,
 - weapons,
 - alcohol,
 - illegal drugs,
 - stolen items,

- any article that a member of staff reasonably suspects has been or is likely to be used to commit an offence or cause injury or damage,
 - fireworks;
 - tobacco products or cigarette papers; and
 - pornographic images.
- **Additional items that the school rules identify as banned items which may be searched for are:**
 - Vapes and vape accessories.
 - Laser pointers.
 - Aerosols.
 - Money especially in large amounts.
 - Any other item which a member of staff reasonably suspects has been or is likely to be, used to commit an offence or to cause personal injury or damage to the property of, any person including the pupil themselves.

Who can search and support from other staff members

- Only headteachers and staff authorised by the headteacher can carry out searches. Only the police can carry out strip searches, to which there are legal procedures that must be followed using the government document *Searching, screening and confiscation Advice for headteachers, school staff and governing bodies* (updated August 2022)
- The member of staff conducting a search must be the same sex as the pupil and there must be another member of staff present to witness the search unless
 - The person doing the search believes there's a risk that serious harm will be caused if the search isn't urgently carried out, **and** in the time available,
 - it's not reasonably practicable to use a staff member who is the same sex as the pupil or for a witness to be present. If this is the case, the person doing the search should report it immediately. All searches for prohibited or banned items in school will be recorded on CPOMS safeguarding reporting system. Recording of a search will include
 - date, time, location of the search
 - pupil name
 - who conducted the search and any other adults present
 - what was being searched for
 - the reason for the search
 - what items, if any, where found
 - the follow-up action taken as a consequence of the search
- School staff have the power to search a pupil for any item if the pupil agrees. The staff member should ensure that the pupil understands the reason for the search and how it will be conducted prior to their agreement.
- Staff should be made aware that a child being in possession of prohibited items may mean that the pupil is involved in criminal exploitation, gang involvement or anti-social behaviour.
- The DSL must always be made aware of a search.
- The search may result in a referral to Children's Services or other outside agencies.

- When searching or screening, the pupil's individual needs, learning difficulties, age and understanding must be considered.
- Members of the SLT who are also DSL are trained in how to lawfully and safely search a pupil, including a pupil who is not cooperating.

Before a search

- A search can be considered if a staff member has reasonable grounds for suspecting that the pupil is in possession of a prohibited item or an item banned by school from the above list.
- The authorised staff member must make the judgement on how urgent the need for a search is and consider the risk to the pupil, other pupils and staff.
- School CCTV footage should be used where appropriate to determine whether a search should be carried out.
- Before any search takes place, the staff member conducting the search should explain to the pupil why the search is going ahead, how and where and give them the opportunity to ask questions. If the pupil is not co-operating (co-operation will always be sought), the staff member must consider whether the pupil understands the instruction or what a search is, or had a previous distressing experience of being searched. Refusing to co-operate may lead to the member of staff issuing a sanction in-line with the flow chart above and the staff member must consider, discussing with the headteacher, whether it appropriate to use reasonable force to search for the items that are prohibited. During this time, the pupil must be kept away from other pupils whilst also being supervised, ensuring safety of all. Reasonable force cannot be used for items that are identified only in the school rules. This decision will be made on a case-by-case basis. The school will follow the DfE Use of reasonable force: Advice for headteachers, staff and governing bodies July 2013).
- The staff member needs to consider whether it is appropriate and sufficient in time to notify the pupil's parents that a search is going to take place of their child's belongings and outer clothing.

Where

An appropriate location, away from other pupils, on the school premises or where the staff member has lawful charge of the pupil, for instance, on a school trip, which provides privacy but is not confined.

The extent of the search

- A member of staff may search any goods over which the pupil has or appears to have control, including desks, lockers and bags.
- A member of staff may search a pupil's outer clothing (any item of clothing that is not worn wholly next to the skin or immediately over a garment that is being worn as underwear), pockets, possessions (including bags) desks or lockers. Staff do not have the power to conduct a strip search. Only the police service can conduct a strip search and further information for this is in the document 'Searching, Screening and Confiscating Guidance (July 2022)

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1091132/Searching_Screening_and_Confiscation_guidance_July_2022.pdf

- The search of possessions can only be in the presence of the pupil and another member of staff, except where there is a risk that serious harm will be caused to a person if the search is not conducted immediately and where it is not reasonably practicable to summon another member of staff.
- A metal detector to assist the search can be used.

What you can confiscate

During a "with consent" search authorised staff members can confiscate any item found under the school's general power to discipline, including those listed below for a "without consent" search.

During a "without consent" search authorised staff members can confiscate any item they find that they have reasonable grounds for suspecting:

- Poses a risk to staff or pupils.
- Is a prohibited item or an item banned by school as outlined above.
- Is an electronic device that may contain files or data related to an offence or which may be harmful to another person or the pupil themselves (this includes, indecent images of children, pornography, abusive messages, images or videos, or evidence relating to criminal behaviour).
- Is evidence in relation to an offence.
- Might be harmful or detrimental to school discipline.

What to do with confiscated items

Controlled drugs, or substances you suspect are controlled drugs or could be harmful	Deliver to the police (or safely dispose of if there is a good reason to do so)
Alcohol	Retain or dispose of as appropriate
Tobacco or cigarette papers	Retain or dispose of as appropriate
Fireworks	Retain or dispose of as appropriate
Stolen items	Deliver to the police, return to the owner, or dispose of if there is a good reason to do so
Weapons or items which are evidence of a suspected offence	Deliver to the police as soon as possible
Items that have been (or are likely to be) used to cause injury or property damage	Deliver to the police, return to the owner, or dispose of if there is a good reason to do so
Pornographic material	Dispose of unless you have reasonable grounds to suspect that its possession constitutes a specified offence (i.e. it is extreme or an indecent image of a child)
Pornographic material that you suspect constitutes a specific offence (i.e. it is extreme or an indecent image of a child)	Deliver to the police as soon as possible
Other suspicious items that could be used to	Retain or dispose of; or deliver to the police if

commit an offence or cause personal injury	appropriate
Banned items as identified in the school rules	Return, retain or dispose of as appropriate.

In cases where there are multiple options, the school will use its professional judgement. Consider:

- The value of the item
- Whether returning the item to the owner may place someone at risk of harm, or disrupt learning
- Whether it's appropriate to return the item
- Whether the item can be practically and safely disposed of
- The school can confiscate, retain or dispose of pupils' property, as a disciplinary sanction in certain circumstances e.g. to maintain an environment conducive to learning and safeguard the rights of other pupils to be educated.
- The law protects staff from liability in any proceedings brought against them for any loss or damage to items they have confiscated, provided they have acted lawfully.
- Staff should consider whether the confiscation is proportionate and necessary.
- In most cases the item confiscated to reinforce the school rule will be returned at the end of the lesson, school session, or school day
- The school has the power to search without consent if we believe there are prohibited items, such as knives and weapons, stolen items, tobacco or cigarettes or any other item banned by school rules. Weapons and knives must be handed over to the police.

Searching Electronic devices

- Electronic devices, including mobile phones, can contain files or data which relate to an offence, or which may cause harm to another person. This includes, but is not limited to, indecent images of children, pornography, abusive messages, images or videos, or evidence relating to suspected criminal behaviour.
- As with all prohibited items, staff should first consider the appropriate safeguarding response if they find images, data or files on an electronic device that they reasonably suspect are likely to put a person at risk.
- Staff may examine any data or files on an electronic device they have confiscated as a result of a search, if there is good reason to do so.
- If the member of staff conducting the search suspects they may find an indecent image of a child (sometimes known as nude or semi-nude images), the member of staff should never intentionally view the image, and must never copy, print, share, store or save such images.

When an incident might involve an indecent image of a child and/or video,

- the member of staff should confiscate the device, avoid looking at the device and refer the incident to a DSL immediately.
- The member of staff should set the device to flight mode or, if this is not possible, turn it off.
- Staff should never download or share the imagery, or ask a child to share or download it.

- If staff have already viewed the imagery by accident (e.g. if a young person has showed it to them before they could ask them not to), report this to the DSL.
- Staff should not delete the imagery or ask the young person to delete it.
- Staff should not ask the young person(s) who are involved in the incident to disclose information regarding the imagery. This is the responsibility of the DSL.
- Staff should not share information about the incident to other members of staff, the young person(s) it involves or their, or other, parents and/or carers.
- Staff should not say or do anything to blame or shame any young people involved.
- Staff should explain to the young person that they need to report it and reassure them that they will receive support and help from the DSL.
- The DSL should hold an initial review meeting with appropriate school staff and subsequent interviews with the children involved (if appropriate).
- Parents should be informed at an early stage and involved in the process unless there is reason to believe that involving parents would put the child at risk of harm.
- At any point in the process if there is concern a young person has been harmed or is at risk of harm a referral should be made to the C-SPA or the Police as appropriate.

After the search

- The pupil's parents will always be informed that a search has taken place and the outcome of that search as soon as possible.
- Full details of the search will be recorded on CPOMS as outlined above.
- Sanctions and consequences need to be inline with the behaviour flow chart above.
- The pupil may need support from the Inclusion Team following a search in order to support them to manage their emotions.

10. Staff Development

Members of staff will be given access to training concerning the positive management of pupils, including the use of 'Restorative Approaches', 'Sensory Needs', 'Person-centred Practices' 'Positive Touch', Learning for Life (PSHE) and Circle Time to support and promote appropriate behaviour.

11. Monitoring and Evaluation

The adopted strategies and their usage will be monitored by staff, SLT and Governors. The School Council will report children's views on behaviour. The Behaviour Policy will be revisited annually and formally reviewed every 3 years.

The Headteacher reports to the governing body on the effectiveness of the policy and, if necessary, makes recommendations for further improvements.

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 pay particular attention to the Equality Act 2010 and schools guidance, May 2014. https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf

12. The Behaviour policies should be read in conjunction with the following policies:

Anti-bullying policy

Complaints Policy

SDP

Equality, Diversity and Inclusion Policy

Learning for Life (PSHE) policy

SEND Policy

Child Protection & Safeguarding Policy

Acceptable Use (ICT) Policy

Acceptable Use (Computing) Policy

Online Safety Policy

Social Media Policy

Travelling To and From School Policy

Educational Visits Policy

Touch and Physical Intervention Policy

Infection Control Policy

Child on Child including sexual violence and sexual harassment policy

Wellbeing and Positive Mental Health Policy

13. Further Exclusion Information

Statutory guidance on exclusion see 'Suspension and Permanent Exclusion from maintained schools, academies and pupil referral units in England, including pupil movement Guidance for maintained schools, academies, and pupil referral units in England May 2023;

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1162401/Suspension_and_permanent_exclusion_guidance_May_2023.pdf

School discipline (pupils' exclusions and reviews) (amendment and transitional provision) (England) Regulations 2023.

Guide for parents to May 2023 suspensions and exclusions guidance.

<https://www.gov.uk/government/publications/school-exclusions-guide-for-parents/a-guide-for-parents-on-school-behaviour-and-exclusion>

Use of reasonable force Advice for headteachers, staff and governing bodies, July 2013

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/444051/Use_of_reasonable_force_advice_Reviewed_July_2015.pdf

If you think the suspension or exclusion relates to a disability your child has, and you think disability discrimination has occurred, you have the right to appeal, and/or make a claim, to the First Tier Tribunal (Special Educational Needs and Disability) within six months of the exclusion.

<https://www.gov.uk/courts-tribunals/first-tier-tribunal-special-educational-needs-and-disability>

You may also find it useful to contact Coram Children's Legal Centre www.childrenslegalcentre.com on 0300 330 5480 or ACE Education www.ace-ed.org.uk on 0300 0115 142 on Monday to Wednesday from 10am to 1pm during term time; both services provide legal advice and information to parents on state education matters.

Surrey Contact Centre Schools & Childcare Line - 0300 200 1004

Exclusion Advice for Parents -exclusions@surreycc.gov.uk - 01483 518130.

Website: <https://www.surreycc.gov.uk/schools-and-learning/schools/at-school/exclusion-from-school>

SEND Advice Surrey Team: 01737 737000 and email SENDAdvice@surreycc.gov.uk, www.sendadvice.surrey.org.uk and Surrey SEND Local Offer <https://www.surreylocaloffer.org.uk/kb5/surrey/localoffer/home.page>

Race, Equality and Minority Achievement Service (REMA) for EAL and GRT pupils
NW/SW REMA sue.hurtley@surreycc.gov.uk - call 01483 517831
NE/SE REMA moira.lempriere@surreycc.gov.uk - 01483 519109

The National Autistic Society (NAS) www.autism.org.uk

Independent Parental Special Education Advice www.ipsea.org.uk

Exclusion Team Business Support (all quadrants) exclusions@surreycc.gov.uk 01483 519064

Area SEN Team for pupils with an EHCP: NW - nwsen@surreycc.gov.uk - 01483 518110

Appendices to Behaviour policy

September 2023

Appendix 1 ABCC Behaviour Log

Appendix 2 Behaviour Chart/Monitoring Report

Appendix 3 Reflection Sheet

Appendix 4a Behaviour Letter 1

Appendix 4b Behaviour Letter 2

Appendix 5 Positive Behaviour Support Plan

Appendix 6 Reintegration form

Appendix 7 Summary of the school's suspension and exclusion procedure for parents.

Appendix 2

Behaviour Chart

Positivity Respect Independence Diversity Excellence

To get my reward I need to.....

Day			Break time			Lunch			signature
Monday									
Tuesday									
Wednesday									
Thursday									
Friday									

Appendix 3

Reflection Sheet

What happened?

How were you feeling at the time? What were you thinking at the time?

Who has been affected? How have they been affected?

What needs to be done to make things right again? What do you need to do? When are you going to do this?

What will you do differently next time?

Appendix 4a

Letter 1 TO BE SENT AFTER DISCUSSION WITH PARENT

Date

Dear

Re: _____

Working together to support your child's behaviour

As discussed, we spoke previously regarding your child's behaviour. I have been monitoring the situation recently and as your child's behaviour continues to be a concern we discussed that they will be using a daily behaviour chart, which aims to motivate and praise children for doing the right thing based on appropriate and child specific targets for your child.

Yours sincerely

Class teacher

Phase Leader

Appendix 4b

Letter 2 **TO BE SENT AFTER DISCUSSION WITH PARENT**

Dear _____

Date _____

Re: _____

Working together to support your child's behaviour

As discussed, your child's behaviour has been a cause for concern recently, and we have been using a daily behaviour chart to work together to support your child's behaviour. The behaviour choices are still causing concern and therefore we spoke further and agreed the following.

ADD Bullet point outcomes e.g.

- **Positive behaviour support plan in place and shared**
- **Referrals to other agency**
- **Well-being support**

We are looking forward to working together to improve their behaviour choices.
Yours sincerely

Inclusion Leader

Appendix 5. Positive Behaviour Support Plan



Westfield Primary School

Bonsey Lane, Woking, Surrey, GU22 9PR

Email: info@westfield.surrey.sch.uk

Phone: 01483 764187

www.westfield.surrey.sch.uk

Headteacher: Mrs Karyn Hing



Positive Behaviour Support Plan

Pupil Name:	DoB:	NCY:	Diagnoses	Dates of plan	Previous plans	Next review date
Photo of Pupil						
Short Term Targets:						

Strong and trusting relationships with the adult in school are the most likely thing to promote positive behaviour support. If pupils learn that they can trust all staff they will eventually learn that they can trust 'the school'. Staff all need to focus upon displaying calm, consistent and kind behaviour at all times and should always have the children's wellbeing at heart. A good Positive Behaviour Support Plan has more proactive strategies than reactive ones. This helps to ensure that the focus of the plan is not just on the distressed behaviour but provides ways to support our pupils to have a good day, enabling them to learn and teaching more effective ways to getting what they want or need.

- **Proactive strategies** are intended to make sure the pupil has got what they need and want on a day to day basis and also includes ways to teach the person appropriate communication and life skills.
- **Reactive strategies** are designed to keep the pupil and those around them safe from harm. They provide a way to react quickly in a situation where the pupil is distressed or anxious and more likely to display distressed behaviour.

Functions of distressed behaviour

The cause of behaviours is rooted in **anxiety** but the strategies used should be different depending on what the child was trying to tell us through the behaviour.

To stop children becoming distressed we need to identify the things that happen before the behaviour escalates:

- **Social attention-** Teach how to gain attention from others in a more appropriate way
- **Escape/Avoidance-** Give an effective way to stop something they don't like or a way to get away calmly with staff support
- **Tangible (to get something they want)-** Teach the person to communicate their wants and needs, and that they cannot always have what they want.
- **Sensory-** How else can we meet the sensory need / reduce the sensory input? Be creative! Make things possible!
- **Anxiety/Agitation-** Teach/learn self-regulating techniques to reduce anxiety and become more resilient.

It is understandable that children may behaviour in ways because they want attention, want to escape from a situation they are struggling with, want a certain item or to meet a sensory need.

Positive behaviour support helps people to achieve wellbeing by increasing the number of ways of achieving these things: for example, by developing communication skills.

This plan should be a working document to be amended as and when needed.

It should be shared with everyone that works with the pupil so that strategies can remain consistent and ensure that we give the best possible opportunities and outcomes for the pupil

Zones of Regulation

Name.....

Green Good to Go; ready to learn; calm; happy; content; neutral		Yellow Energy is raised; excited; silly; frustrated; wiggly; agitated	
Ways to help me be green for as much time as possible:	Things I say, do and what I look like that tells you I am Green:	Ways to help me get back to green:	Things I say, do and what I look like that tells you I am becoming heightened:
Red Heightened; incidents occur; fleeing; angry; terrified; devastated		Blue Low state of alertness; down feelings; tired	
Ways to quickly help me manage my behaviour:	Things I say, do and what I look like when I cannot manage my behaviour in Red:	Ways to help me get to Green	Things I say, do and what I look like when I am becoming more alert and returning to Green:

The above is to be completed with the pupil and given to them to use as a visual reminder. This feeds into the positive behaviour plan below that adults will use.

Influencing Factors	Motivators
----------------------------	-------------------

Zone needing support	Blue	Yellow	Red
-----------------------------	------	--------	-----

Behaviour/ Appearance	Proactive Strategies	Warning Signs	Reactive Strategies	Post Incident Support

Read and signed by Parent/Carer

Date:

Print Name:

Signature:

Appendix 6. Reintegration form

Westfield Primary School

Bonsey Lane, Woking, Surrey, GU22 9PR

Email: info@westfield.surrey.sch.uk

Phone: 01483 764187

www.westfield.surrey.sch.uk



Reintegration Form

Pupil Name:		DoB:		NCY		Attendance	
Services involved (SW/FSP/FC)		SEND status				Other information (LAC/PLAC/disabilities)	
Dates of fixed term suspension	From	To		Number of days suspended		Number of days suspended this term	
Reason for suspension		Dates of previous suspensions				Details of provisions during suspension	
Dates of Behaviour Plans in place				Support in and out of school (e.g WBA/NL/Mindworks/counsellor) and dates began and ended or state current/			
Dates of risk assessments in place							
Dates of reduced timetables in place				Other documents and dates			
Present at the meeting							

School staff (name and role) Child Parents Other			
Targets agreed during meeting		Strategies/Provision agreed during meeting	
Are these supported in other documents (e.g. risk assessments/behaviour plans). If so, reference name and date of the document.		Summary of steps taken to migrate risk	
Pupil's comment and signature		Parent's comment and signature	

Appendix 7: Summary of the school's suspension and exclusion procedures for parents

Westfield Primary School

School Suspensions & Exclusions : A Summary for Parents - September 2023

1. As a disciplinary measure, your child may be suspended from school for a fixed period of time or permanently excluded.
2. A decision to exclude a pupil will only be taken by the Headteacher or, in her absence, the Deputy Headteacher:
 - in response to breaches of the school's behaviour policy (copy available on the school website), including persistent disruptive behaviour, behaviour which results in the need to evacuate the area, persistent refusal or when the school has exhausted all strategies to enable the individual to turn around their behaviour, including identified support through SEND Support Arrangements; or
 - in response to behaviour which would cause harm to the education or welfare of the pupil or others in the school.

A serious breach of school's behaviour policy may result in a permanent exclusion for a first-time offence.
3. In most cases a range of alternative strategies to promote social inclusion will have been tried and failed, before a pupil is suspended or permanently excluded e.g. a pastoral/behaviour support plan, internal exclusion.
4. The Headteacher, or in her absence, the Deputy Headteacher will:
 - Consider all relevant facts and firm evidence to support allegations.
 - Allow the pupil to give their version of events.
 - Check whether the child was provoked.
 - If necessary consult others.
5. A suspension may be for a fixed number of days, after which your child must return to school;
6. In the event of a permanent exclusion, your child cannot return to school without approval of the school's governors' discipline committee.
7. If it becomes necessary to suspend or permanently exclude a pupil, the school will follow the Department for Education's guidance: <https://www.gov.uk/government/publications/school-exclusion>.

8. The Department for Education provide further information you may find useful if your child has been suspended or permanently excluded: <https://www.gov.uk/school-discipline-exclusions/exclusions>.
9. For more information on the suspension/exclusion process, contact the Exclusion Business Support team: exclusions@surreycc.gov.uk