



The Leys Primary & Nursery School

Learning TodayLeading Tomorrow

Behaviour Policy and Statement of Behaviour Principles from 2026

Contents

1. Vision Statement and Values
2. Aims
3. Legislation, statutory requirements and statutory guidance
4. Definitions
5. Bullying
6. Roles and responsibilities
7. School behaviour curriculum
8. Responding to behaviour
9. Serious sanctions
10. Responding to detrimental behaviour from children with SEND
11. Supporting children following a sanction
12. Child transition
13. Staff training
14. Monitoring arrangements
15. Links with other policies

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At the Leys Primary School we have the highest expectations of personal conduct and behaviour. We expect all members of the school community to be role models and challenge detrimental behaviour.

VISION STATEMENT

We will build a community in The Leys where children are more than just educated and where all feel safe and supported. They will be empowered to change their own lives and the lives of those around them. They will be able to stand up and become pillars of the community, making a difference. We will be good role models who inspire through a love of learning and be motivated to make a positive impact on each other's lives. Together, we will continually strive to remove the barriers to success and fear of failure. We will provide an inclusive culture of mutual respect and acceptance with children moving onto their next venture with the behaviours, skills and values to set them on the path to achieve their dreams. Our school will take pride in leading the children in The Leys on their journey - both educational and for life; enabling them to drive their own futures to greater success and shape our diverse community for the better.

The Leys Primary and Nursery School Values:



Inclusivity

We provide opportunities to learn, succeed and be happy that are equal for all children regardless of ability, gender, race or special need.

Empathy

We support children to build strengthened relationships by understanding how we learn, feel and think differently.

Respect

We help children to learn tolerance and respect for other people, their beliefs and their belongings.

Aspiration

We provide a caring, secure and stimulating learning environment where children are happy, confident and are supported to aspire to achieve their full potential.

Determination

We teach our children that if you don't succeed at first in what you are doing, try it over and over again until you get it perfect and how you want it.

Empowerment

We develop self-esteem, self-discipline, self-respect and confidence to meet the changes and challenges in their life ahead, and so that they are ready for the next stage of their education.

Aims

This policy aims to:

To create a positive and respectful school culture; where everyone feels safe, happy and that supports learning.

To establish a consistent approach to behaviour management, whilst maintaining the school values and a commitment to equality and equity.

To outline the expectations and consequences of behaviour in school.

To help children to increasingly take responsibility for their actions by developing internal discipline, self-regulation and resilience.

Teach children that their behaviour has an impact on themselves and others.

Legislation, statutory requirements and statutory guidance

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

[Behaviour in schools: advice for headteachers and school staff 2024](#)

- [Searching, screening and confiscation: advice for schools 2022](#)
- [The Equality Act 2010](#)
- [Keeping Children Safe in Education 2026](#)

[Suspension and permanent exclusion from maintained schools, academies and pupil referral units in England, including pupil movement 2026](#)

[Restrictive interventions, including the use of reasonable force, in schools 2026](#)

- [Supporting pupils with medical conditions at school 2017](#)
- [Special Educational Needs and Disability \(SEND\) Code of Practice 2024](#)

[Sharing nudes and semi-nudes: advice for education settings working with children and young people 2024](#)

Section 175 of the Education Act 2002, which outlines a school's duty to safeguard and promote the welfare of its pupils

Sections 88 to 94 of the Education and Inspections Act 2006, which requires schools to regulate pupils' behaviour and publish a behaviour policy and written statement of behaviour principles, and gives schools the authority to confiscate pupils' property

[DfE guidance](#) explaining that maintained schools must publish their behaviour policy online

Definitions

At The Leys we refer to **valued** and **detrimental** behaviours. These are:

Valued behaviours	Detrimental behaviours
Creates helpful feelings in self or others	Creates unhelpful feelings in self or others
Behaviour that considers the rights, feelings and welfare of others	Behaviour likely to cause injury, harassment, alarm or distress
Behaviour which benefits others and society	Behaviour that violates the rights of others

We also identify **detrimental behaviours** as **difficult or dangerous**. **Difficult**

behaviours are disruptive, whereas **dangerous behaviours** can imminently result in an injury to self or others, cause serious damage to property or are considered criminal e.g. racial abuse or possession of an illegal weapon or drugs.

Bullying

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying can include:

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding, and tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Prejudice-based and discriminatory, including: • Racial • Faith-based • Gendered (sexist) • Homophobic/biphobic • Transphobic • Disability-based	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing

TYPE OF BULLYING	DEFINITION
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

Please see the Bullying Policy for further details about the prevention of bullying at The Leys.

Roles and responsibilities

The governors

The governing body is responsible for:

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

The headteacher

The headteacher is responsible for:

- Reviewing this policy in conjunction with the governing body
- Giving due consideration to the school's statement of behaviour principles (Appendix 1)
- Approving this policy
- Ensuring that the school environment encourages positive behaviour
- Ensuring that staff deal effectively with detrimental behaviours
- Monitoring that the policy is implemented by staff consistently with all groups of children
- Ensuring that all staff understand the behavioural expectations and the importance of maintaining them
- Incident reports will only be completed where the Headteacher deems the incident to be relevant to safeguarding matters.
- Providing new staff with a clear induction into the school's behavioural culture to ensure they understand its rules and routines, and how best to support all children to participate fully

- Offering appropriate training in behaviour management and the impact of special educational needs and disabilities (SEND) and mental health needs on behaviour, to any staff who require it, so they can fulfil their duties set out in this policy
- Ensuring this policy works alongside the safeguarding policy to offer children both sanctions and support when necessary
- Ensuring that the data from Cpoms is reviewed regularly, to make sure that no groups of children are being disproportionately impacted by this policy (see monitoring)

Staff

Staff are responsible for:

- Creating a calm and safe environment for children
- Establishing and maintaining clear expectations and reinforcement of valued behaviour
- Implementing the behaviour policy consistently
- Communicating the school's expectations, routines, values and standards through teaching the behaviour curriculum and in every interaction with children
- Modelling expected behaviour and positive relationships
- Providing a personalised approach to the specific behavioural needs of particular children
- Considering their own behaviour on the school culture and how they can uphold school rules and expectations
- Recognising hidden stressors for vulnerable pupils, such as young carers or looked-after children, to ensure empathetic and supportive responses to their behaviour
- Using de-escalation techniques and positive behaviour management strategies to try to minimise and prevent the need for restrictive physical interventions
- Recording behaviour incidents promptly on Cpoms
- Challenging children to meet the school's expectations and display valued behaviours

The senior leadership team (SLT) will support staff in responding to detrimental behaviour.

Parents and carers

Parents and carers, where possible, should:

- Get to know the school's behaviour policy and, where appropriate, reinforce it at home
- Support their child in adhering to the school's behaviour curriculum and policy
- Inform the school of any changes in circumstances that may affect their child's behaviour
- Discuss any behavioural concerns with the class teacher promptly
- Take part in any pastoral work following detrimental behaviour (for example: attending reintegration meetings following a suspension)
- Raise any concerns about the management of behaviour with the school directly, whilst continuing to work in partnership with the school
- Take part in the life of the school and its culture

At The Leys, we strive to ensure that communication with parents and carers is clear, effective, and consistent. Our open-door policy encourages face-to-face conversations during drop-off and collection times, as well as through planned meetings when needed. Where appropriate, staff may also contact parents or carers by telephone to discuss any relevant information, concerns, or updates regarding their child.

Children

Children will be made aware of the following during their induction into the behaviour culture:

- The valued behaviour they should be displaying in and out of school
- That they have a duty to follow the behaviour curriculum and policy
- The school's key rules, routines and expectations (taught through the behaviour curriculum)
- The rewards they can earn for displaying the valued behaviours and the potential consequences they will face if they display detrimental behaviours
- The pastoral support that is available to them to help them display valued behaviours

Children will be supported to understand and meet the behaviour expectations and will be provided with additional teaching where required.

Children will be supported to develop an understanding of the school's rules and wider values.

Children are expected to become increasingly responsible for;

- Managing their own behaviour through internal discipline and self-regulation.
- Looking out for the safety and well-being of others, especially younger children.

Children will be asked to give feedback on their experience of the behaviour culture to support the evaluation, improvement and implementation of the behaviour policy.
Extra support and induction will be provided for children who arrive mid year.

School Behaviour Expectations

Ready, Respectful and Safe

Ready, Respectful and Safe are the three expectations which underpin our behaviour policy.

Ready - Ready to learn, ready to listen, ready to participate.

Respectful - Respect for themselves, towards others and to our environment.

Safe - Safe in their learning environment, with the people around them and when at play.

Ready	Respectful	Safe
Always try our best and be proud of our achievements.	Use honest, kind language and tone.	Keep ourselves and others safe.
Listen to others and follow instructions.	Look after, share equipment and space.	Use kind hands/feet.
Work hard and learn from our mistakes.	Represent The Leys at its best, both in and out of school.	Stay safe online both in and out of school.
Be on time and appropriately dressed- school uniform.	Solve problems calmly and respectfully.	Report any problems to an adult.

Mobile Phones

In [2026 the UK Government](#)'s expectation is that all schools are mobile phone-free environments. Only children in Year 5 and 6 who walk to or from school alone are allowed to bring their mobile phone into school. These should be turned off and

handed to class teachers for storage during the school day. Staff will endeavour to keep them safe; however, the school will not take responsibility for phones lost or damaged on-site.

Responding to behaviour

Classroom management

Teaching and support staff are responsible for setting the culture of positive behaviour within the school.

They will:

- Create and maintain a stimulating environment that encourages children to engage with learning
- Display and refer to the Zones of Regulation, 5 ways to Wellbeing, child-friendly behaviour summary and the class charter, in age-appropriate ways
- Develop a positive relationship with children, which includes:
 - Greeting children in the morning/at the start of lessons
 - Establishing clear routines, teaching and reinforcing the Behaviour Curriculum
 - Communicating expectations of behaviour in a variety of ways
 - Highlighting and promoting valued behaviours
 - Concluding the day positively and starting the next day afresh
 - Having a plan for dealing with difficult behaviour
 - Using positive reinforcement

Safeguarding

The school recognises that changes in behaviour may be an indicator that a child is in need of help or protection.

We will consider whether a child's misbehaviour may be linked to them suffering, or being likely to suffer, significant harm.

Specific circumstances, such as being a young carer, looked-after child, or living in a vulnerable household, can significantly affect behaviour.

Where this may be the case, we will follow our Child Protection and Safeguarding policy, and consider whether pastoral support, an early help intervention or a referral to children's social care is appropriate.

Please refer to our Child Protection and Safeguarding policy for more information.

Responding to Valued Behaviours

When a child displays valued behaviour or goes above and beyond the expected behaviour standard, staff will recognise it with positive recognition and reward. This provides an opportunity for all staff to reinforce the school's culture and values.

Positive reinforcements and rewards will be applied clearly and fairly to reinforce the routines, expectations and norms of the school's behaviour culture.

Valued behaviour will be rewarded with; verbal praise, positive gestures, stickers, a dip in the prize box and rewards as highlighted below.

Star of the Week	House points, Dojos or class cash	Head teacher Awards	Kindness Awards
Children are nominated by the Class teacher as star of the week, with the reasons for this. We aim for all children to receive star of the week in a year.	Children in years 1 to 6 are allocated a house and collect points during the week. The leading house takes part in a House Point annually Many also collect dojos individually which can be exchanged for rewards or prizes.	Children nominated by their teachers for excellent progress or achievement, are celebrated in the weekly newsletter and certificates and golden stickers are awarded.	Staff and children can nominate others for a kindness award and these are recorded on the board in the hall and on the weekly newsletter.
Attendance Wheel of Reward	Achievement certificates	Sport Awards	Verbal and Written rewards
Each week, we announce the 3 classes with the most improved attendance in each of the phases. The winning class receives a class treat e.g. a non-uniform day, pop-corn and a movie or to break some rules	Head/Deputy Headteacher will hand out certificates in assembly for reading, spelling, handwriting, times tables or other academic achievements for the week.	Sports awards are given out termly to 1 child from Year 1-2, Year 3-4 and Year 5-6. They are given to children who show the valued behaviours of; participation, engagement, extra curricular, behaviour, respect,	All teachers have the opportunity to share individual positive messages about achievements, effort and progress with parents both verbally or in writing.

e.g. bring an unhealthy snack.		discipline, teamwork and effort.	
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Once a term there is also a Golden table where one child from each class (Rec to Year 6) is nominated by their teacher based on demonstrating the school values.

Responding to Detrimental Behaviours

When a pupil's behaviour falls below the standard that can reasonably be expected of them (we will always consider the age and developmental stage of the child), staff will respond in order to restore a calm and safe learning environment, and to prevent the recurrence of difficult or dangerous behaviour.

Staff will endeavour to create a predictable environment by always challenging detrimental behaviour, and by responding in a consistent, fair and proportionate manner, so pupils know with certainty that detrimental behaviours will always be addressed.

Two simple acceptable choices will be offered.

De-escalation strategies will be used to help prevent further unwanted behaviour arising; such as pre-arranged scripts, phrases or reminders about regulation techniques.

All pupils will be treated equitably under the policy, with any factors that contributed to the behavioural incident identified and taken into account.

When giving **consequences**, staff will also consider if **protective** or **educational** consequences are required. Consequences serve one of two purposes either to;

- **protect** the child, class or staff from difficult or dangerous behaviour.
- **educate** the child about safe or more socially appropriate behaviour to use in a particular situation.

The school may use 1 or more of the following consequences in response to detrimental behaviour:

Summary of Detrimental Behaviours and Consequences

	Examples of behaviour	Who is involved	Examples of possible consequences
Detrimental low level behaviours	Wasting time in lessons Disrupting the class Rough play	Class teacher MSA TA	Verbal discussion and reminders of expectations Missing playtime to complete a task Timeout in class/shared area to reflect on their behaviour Working in another year group classroom Limited time on the playground at lunchtime (20/20/20)
More serious detrimental behaviour	Inappropriate or offensive language Rudeness or disrespectful behaviour, for example pulling faces or rolling eyes Lying Rude gestures or walking away Ignoring an adult's instructions	Class teacher Team Leader Parents MSA TA	Send to the team leader or to work in their/another classroom Writing an apology note/card Missed break/lunchtime to reflect or complete work Create a poster about school/safety rules Writing/drawing a list of appropriate playground behaviours Temporary loss of privileges, e.g. House Captain, class responsibility or representing school at an internal or external event Parent/carer informed about behaviour
Serious Dangerous or unlawful behaviour or repeated detrimental behaviour	Damage or vandalism to school or other's property Theft Racist, homophobic, misogyny or sexist behaviour or language Bullying, verbal abuse or threatening behaviour Sexual behaviour/ harassment/ touching private body parts Physical violence – fighting, hitting, biting, kicking or punching another child/adult	Class teacher SLT Parents MSA TA	Withdrawal from the playground or classroom (internal reflection with SLT) Helping to repair or replace damaged items School based community service Report sheet to monitor behaviour and regularly reporting to team leader or SLT and parents regarding behaviour in school Loss of privileges, such as attending school trips, events, or activities, and representing the school at external or internal events. Learning about another's culture or race Researching and writing an apology letter

	Showing a lack of respect to a person's race, culture or beliefs Bringing prohibited items into school Smoking/vaping Leaving the school site without permission during the school day Refusal to accept or comply with or accept will result in a more serious consequence being issued		Individual risk assessment/Safety Support Plan Regular contact with parents/carers Suspension Permanent exclusion
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Personal circumstances of the children will be taken into account when choosing consequences and decisions will be made on a case-by-case basis, but with regard to the impact on perceived fairness, the seriousness of the behaviour and the impact on the safety and well-being of the child and others in the community. If a child refuses to accept a consequence, even when given time and support to do so, a parent/carer may be asked to support or the consequence escalated to a suspension. If a child is absent on the day of a consequence it will be deferred until they return to school.

Communication with Parents/Carers

The school values regular communication with parents/carers to support pupils' behaviour, wellbeing, and SEND needs.

Communication may include:

- Face-to-face discussions at drop-off collection.
- Behaviour charts to be sent home or email weekly.
- Telephone calls home where an incident or concern requires communication

Class teachers may also feel that a face-to-face meeting would be beneficial from time to time to discuss progress, share concerns, review support strategies, or work collaboratively with families.

Restrictive interventions

Our approach to restrictive interventions follows the DfE's latest guidance and HCC model policy.

Restrictive interventions are used to prevent, restrict, or subdue movement of the body or part of the body of a pupil. It describes both physical and non-physical actions aimed to restrain pupils in different ways.

Our staff understand that any form of force or restraint carries a risk of physical and psychological harm, so we always avoid using these measures where possible.

Reasonable Force

Reasonable force covers a broad range of actions used by staff that involve a degree of physical contact to restrain a child, using no more force than is needed for the least amount of time, the application of which will depend on the circumstances.

All members of staff have a legal power to use reasonable force in certain situations, to prevent a pupil from:

- Hurting themselves or others
- Committing a criminal offence
- Damaging property
- Causing disorder among pupils, in or out of lessons

Reasonable force **must**:

Always be used as a last resort

Be used in a way that maintains the safety and dignity of all concerned

Never be used as a form of punishment

Never involve restraining a pupil in a way that affects their airway, breathing or circulation, for example by covering their nose and/or mouth or applying pressure to their neck or abdomen.

Never be used if the pupil is on the ground. If a pupil is unintentionally held on the ground, staff should release their hold or move into a safer position as quickly as possible.

When considering using reasonable force, staff should, take into consideration the risks, carefully recognise any specific vulnerabilities of the pupil, including SEND, mental health needs or medical conditions.

Please see our restrictive intervention policy for more information.

Seclusion

Seclusion is a non-disciplinary intervention that keeps a pupil confined to a place away from others and prevents them from leaving, for the safety of that pupil and/or others.

We only use seclusion as a safety measure when a pupil is experiencing high levels of emotional or behavioural dysregulation. Seclusion is **not** used as a threat or punishment and is not a disciplinary response to deliberate or wilful misbehaviour.

During seclusion:

The child will be secluded in a safe place that does not feel threatening or intimidating to them for example an atrium or nurture room.

The pupil will be supervised at all times, by at least 1 member of staff

As soon as the immediate risk of harm has reduced, the pupil will be allowed to leave.

Recording and reporting requirements

Staff have a legal duty to record and report all:

- Significant incidents involving force
- Seclusion incidents
- Restraint incidents

Parents/carers will be informed on the day of any such incidents.

Searches and Confiscation

Searching and confiscation is conducted in line with the DfE's [latest guidance on searching, screening and confiscation 2023](#).

Confiscation

Any prohibited items (knives, weapons, alcohol, illegal drugs, cigarettes, tobacco, vapes, fireworks, stolen items, pornographic images) found in a child's possession as a result of a search will be confiscated. These items will not be returned to the child.

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

Searching a child

Searches will only be carried out by a member of staff who has been authorised to do so by the headteacher, or by the headteacher themselves.

Subject to the exception below, the authorised member of staff carrying out the search will be of the same sex as the child, and there will be another member of staff present as a witness to the search.

An authorised member of staff of a different sex to the child can carry out a search without another member of staff as a witness if:

- The authorised member of staff carrying out the search reasonably believes there is risk that serious harm will be caused to a person if the search is not carried out as a matter of urgency; **and**
- In the time available, it is not reasonably practicable for the search to be carried out by a member of staff who is the same sex as the child; **or**
- It is not reasonably practicable for the search to be carried out in the presence of another member of staff.

When an authorised member of staff conducts a search without a witness they should immediately report this to another member of staff, and ensure a written record of the search is kept.

If the authorised member of staff considers a search to be necessary, but is not required urgently, they will seek the advice of the headteacher, designated safeguarding lead (or deputy) or team leader who may have more information about the child. During this time the child will be supervised and kept away from other children.

A search can be carried out if the authorised member of staff has reasonable grounds for suspecting that the child is in possession of a prohibited item or any item identified in the school rules for which a search can be made, or if the child has agreed.

An appropriate location for the search will be found. Where possible, this will be away from other children. The search will only take place on the school premises or where the member of staff has lawful control or charge of the child, for example on a school trip.

Before carrying out a search the authorised member of staff will:

- Assess whether there is an urgent need for a search
- Assess whether not doing the search would put other children or staff at risk
- Consider whether the search would pose a safeguarding risk to the child
- Explain to the child why they are being searched
- Explain to the child what a search entails - e.g. I will ask you to turn out your pockets and remove your scarf

- Explain how and where the search will be carried out
- Give the child the opportunity to ask questions
- Seek the child's cooperation

If the child refuses to agree to a search, the member of staff can give an appropriate behaviour consequence.

If they still refuse to cooperate, the member of staff will contact the headteacher / designated safeguarding lead (or deputy) / team leader to try and determine why the child is refusing to comply.

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

The authorised member of staff can use reasonable force to search for any prohibited items identified above.

An authorised member of staff may search a child's outer clothing, pockets, possessions, desks or drawer.

Outer clothing includes:

- Any item of clothing that is not worn immediately over a garment that is being worn wholly next to the skin or being worn as underwear (e.g. a jumper or jacket being worn over a t-shirt)
- Hats, scarves, gloves, shoes, boots

Searching children's possessions

Possessions means any items that the child has or appears to have control of, including:

- Drawers
- Bags/lunch bags

A child's possessions can be searched for any item if the child agrees to the search. If the child does not agree to the search, staff can still carry out a search for prohibited items (listed above).

An authorised member of staff can search a child's possessions when the child and another member of staff are present.

If there is a serious risk of harm if the search is not conducted immediately, or it is not reasonably practicable to summon another member of staff, the search can be carried out by a single authorised member of staff.

Informing the designated safeguarding lead (DSL)

The staff member who carried out the search should inform the DSL without delay:

- Of any incidents where the member of staff had reasonable grounds to suspect a child was in possession of a prohibited item as listed above
- If they believe that a search has revealed a safeguarding risk

All searches for prohibited items (listed above), including incidents where no items were found, will be recorded on Cpoms.

Informing parents

Parents will always be informed of any search for a prohibited item. A member of staff will tell the parents as soon as is reasonably practicable:

- What happened
- What was found, if anything
- What has been confiscated, if anything
- What action the school has taken, including any sanctions that have been applied to their child

Support after a search

Irrespective of whether any items are found as the result of any search, the school will consider whether the child may be suffering or likely to suffer harm and whether any specific support is needed (due to the reasons for the search, the search itself, or the outcome of the search).

If this is the case, staff will follow the school's safeguarding policy and speak to the designated safeguarding lead (DSL). The DSL will consider if pastoral support, an early help intervention or a referral to children's social care is appropriate.

Child-on-child abuse

We recognise that children are capable of abusing their peers. Abuse will never be tolerated or passed off as "banter", "just having a laugh" or "part of growing up", as this can lead to a culture of unacceptable behaviours and an unsafe environment for pupils.

All child-on-child abuse is unacceptable and will be taken seriously.

Most cases of children hurting other children will be dealt with under this policy.

Where allegations raise safeguarding concerns, this will be managed under our Safeguarding policy. Our safeguarding policy contains further information on how we prevent and manage incidents of child-on-child abuse.

Off-site behaviour

Consequences may be applied where a child has behaved detrimentally off-site when representing the school. This means behaviour when the child is:

- Taking part in any school-organised or school-related activity (e.g. school trips)
- Travelling to or from school
- Wearing school uniform
- In any other way identifiable as a child of the school

Consequences may also be applied where a child has behaved detrimentally off-site, at any time, whether or not the conditions above apply, if the behaviour:

- Could have repercussions for the orderly running of the school
- Poses a threat to another child/ren
- Could adversely affect the reputation of the school

Consequences will only be given out on school premises or elsewhere when the child is under the lawful control of a staff member (e.g. on a school-organised trip).

Online behaviour

The school can issue behaviour consequences to a child for online detrimental behaviour when:

- It poses a threat or causes harm to another child
- It could have repercussions for the orderly running of the school
- It adversely affects the reputation of the school
- The child is identifiable as a member of the school

Consequences will only be given out on school premises or elsewhere when the child is under the lawful control of a staff member.

Suspected criminal behaviour

If a child is suspected of criminal behaviour, the school will make an initial assessment of whether to report the incident to the police.

When establishing the facts, the school will endeavour to preserve any relevant evidence to hand over to the police.

If a decision is made to report the matter to the police, the headteacher or a member of the senior leadership team will make the report.

The school will not interfere with any police action taken. However, the school may continue to follow its own investigation procedure and enforce consequences, as long as it does not conflict with police action.

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

Zero-tolerance approach to sexual harassment and sexual violence

The school will ensure that all incidents of sexual harassment and/or violence are met with a suitable response, and never ignored.

Children are encouraged to report anything that makes them uncomfortable, no matter how 'small' they feel it might be. The school's response will be:

- Proportionate
- Considered
- Supportive
- Decided on a case-by-case basis

The school has procedures in place to respond to any allegations or concerns regarding a child's safety or wellbeing. These include clear processes for:

- Responding to a report
- Carrying out risk assessments, where appropriate, to help determine whether to:
 - Manage the incident internally
 - Refer to early help
 - Refer to children's social care
 - Report to the police

Please refer to our Child Protection and Safeguarding policy for more information

Malicious allegations

Where a child makes an allegation against a member of staff and that allegation is shown to have been deliberately invented or malicious, the school will consider whether to issue a consequence to the child in accordance with this policy.

Where a child makes an allegation of sexual violence or sexual harassment against another child and that allegation is shown to have been deliberately invented or malicious, the school will consider whether to issue a consequence to the child in accordance with this policy.

In all cases where an allegation is determined to be unsubstantiated, unfounded, false or malicious, the school (in collaboration with the Local Authority Designated Officer (LADO), where relevant) will consider whether the child who made the allegation is in need of help, or the allegation may have been a cry for help. If so, a referral to children's social care may be appropriate.

The school will also consider the pastoral needs of staff and children accused of misconduct.

Please refer to our Child Protection and Safeguarding policy for more information on responding to allegations of abuse against staff or other children.

Serious Consequences

Reflection

Senior leaders can give a child a reflection during break or lunchtime as a result of detrimental behaviour.

The school will decide whether it is necessary to inform the child's parents.

When imposing a reflection, the school will consider whether doing so would:

- Compromise the child's safety/well being
- Conflict with a medical appointment or specialist provision

Extended Reflection

In response to serious or persistent detrimental behaviours, the school may remove a child from the classroom for a limited time.

Children who have been removed will continue to receive education under the supervision of a member of staff that is meaningful, but it may differ from the mainstream curriculum.

Removal is a serious consequence and will only be used in response to serious detrimental behaviour. Staff will only remove children from the classroom once other behavioural strategies have been attempted, unless the behaviour is so extreme as to warrant immediate removal.

Removal can be used to:

- Restore order if the child is being unreasonably disruptive
- Maintain the safety of all children
- Allow the disruptive child to continue their learning in a managed environment
- Allow the disruptive child to regain calm in a safe space

Children who have been removed from the classroom are supervised by another member of staff, and will be initially removed for a maximum of half a day.

Children will not be removed from classrooms for prolonged periods of time without the explicit agreement of the headteacher.

Children should be reintegrated into the classroom as soon as appropriate and safe to do so. The school will consider what support is needed to help a child successfully reintegrate into the classroom and meet the expected standards of behaviour.

Parents will be informed on the same day that their child is removed from the classroom.

The school will consider an alternative approach to behaviour management for children who are frequently removed from class, such as:

- Use of teaching assistants
- Use of behaviour reports
- Individual positive behaviour plan
- Support from nurture group staff
- Multi-agency assessment

Staff will record all incidents of removal from the classroom along with details of the incident that led to the removal of the child on Cpoms.

Suspension and permanent exclusions

The school can use suspension and permanent exclusion in response to serious incidents or in response to persistent detrimental behaviour, which has not improved following in-school consequences and interventions.

The decision to suspend or exclude will be made by the headteacher and only as a last resort.

Please refer to our Suspension and Exclusions policy for more information.

Responding to misbehaviour from children with SEND

Recognising the impact of SEND on behaviour

The school recognises that children's behaviour may be impacted by a special educational need or disability (SEND).

When incidents of detrimental behaviour arise, we will consider them in relation to a child's SEND, although we recognise that not every incident of behaviour will be connected to their SEND. Decisions on whether a child's SEND had an impact on an incident of detrimental behaviour will be made on a case-by-case basis.

When dealing with detrimental behaviour from a child with SEND, especially where their SEND affects their behaviour, the school will balance their legal duties when making decisions about enforcing the behaviour policy. The legal duties include:

- Taking reasonable steps to avoid causing any substantial disadvantage to a disabled child caused by the school's policies or practices ([Equality Act 2010](#))
- Using our best endeavours to meet the needs of children with SEND ([Children and Families Act 2014](#))
- If a child has an Education, Health and Care Plan (EHCP), the provisions set out in that plan must be secured and the school must cooperate with the local authority and other bodies

As part of meeting these duties, the school will anticipate, as far as possible, all likely triggers of detrimental behaviour, and put in place support to prevent these from occurring.

Any preventative measures will take into account the specific circumstances and requirements of the child concerned.

- Short, planned movement breaks for a child with SEND who finds it difficult to sit still for long
- Adjusting seating plans to allow a child with visual or hearing impairment to sit in sight of the teacher
- Adjusting uniform requirements for a child with sensory issues or who has severe eczema
- Training for staff in understanding conditions such as autism
- Use of separation spaces (sensory zones or nurture rooms) where a child can regulate their emotions during a moment of sensory overload

Adapting consequences for children with SEND

When considering a behavioural consequence for a child with SEND, the school will take into account:

- Whether the child was unable to understand the rule or instruction?
- Whether the child was overwhelmed and unable to act differently at the time, as a result of their SEND?
- Whether the child is likely to behave aggressively due to their particular SEND?

If the answer to any of these questions is yes, then the school will assess if it is appropriate to use a consequence and if so, whether any reasonable adjustments need to be made to the consequence.

Considering whether a child displaying detrimental behaviour may have unidentified SEND

The school's Special Educational Needs Co-ordinator (SENCO) may evaluate a child who exhibits challenging behaviour to determine whether they have any underlying needs that are not currently being met.

Where necessary, support and advice will also be sought from specialist teachers, an educational psychologist, medical practitioners and/or others, to identify or support specific needs.

When acute needs are identified in a child, we will liaise with external agencies and plan support programmes for that child. We will work with parents to create the plan and review it on a regular basis.

Children with an Education, Health and Care plan (EHCP)

The provisions set out in the EHC plan must be secured and the school will cooperate with the local authority and other bodies.

If the school has a concern about the behaviour of a child with an EHC plan, it will make contact with the local authority to discuss the issue. If appropriate, the school may request an emergency review of the EHC plan.

<https://www.hertfordshire.gov.uk/microsites/local-offer/education-health-and-care-plans/education-health-and-care-plans-ehcp.aspx>

Supporting children following a consequence

After a consequence, the school will consider strategies to help a child to understand how to improve their behaviour and meet the valued behaviours expected in school.

- Reflection with a member of staff about what went wrong and how they could behave differently next time
- Reintegration meeting (following suspension)

- Daily contact with a team leader or member of SLT
- Additional in class support
- A timetable with personalised behaviour goals

Children's transition

Inducting new children

The school will support new children to meet behaviour standards by offering an induction process to familiarise them with the behaviour curriculum and policy and the wider school culture.

Preparing children for transition

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

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

Training

As part of their induction process, our staff are provided with behaviour management training based on Positive Regard which is then updated annually. They also receive Mental Health and Trauma training. Positive Regard includes training on:

- De escalation strategies, use of language and physical touch
- The needs of the children at the school
- How SEND, trauma, attachment and mental health needs can impact behaviour
- The importance of positive relationships, how the brain works and the need for regulation before reparation
- Safe techniques to move and hold a child as a last resort

Behaviour management strategies are also part of continuing professional development.

Monitoring arrangements

Monitoring and evaluating school behaviour

The school will collect data on the following:

- Behavioural incidents, including extended reflections
- Attendance, permanent exclusion and suspension
- Use of the nurture groups, off-site provision and managed moves
- Incidents of searching and confiscation
- Anonymous surveys for staff, children, governors and other stakeholders on their perceptions and experiences of the school behaviour culture

The data will be analysed regularly by Senior Leaders.

The data will be analysed from a variety of perspectives including:

- At school level
- By age group
- At the level of individual members of staff
- By time of day/week/term
- By protected characteristic

The school will use the results of this analysis to make sure it is meeting its duties under the Equality Act 2010. If any trends or disparities between groups of children are identified by this analysis, the school will review its policies to tackle it.

Monitoring this policy

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

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

Links with other policies

This behaviour policy is linked to the following policies:

- Suspension and Permanent Exclusions Policy
- Child Protection and Safeguarding Policy
- Reducing the need for Restrictive Interventions in Schools (HCC model policy)
- Mental Health and Wellbeing Policy
- Anti Bullying Policy

- SEND Information Report

Appendix 1: Written statement of behaviour principles

As governors we understand that;

- The school is committed to a positive and respectful culture where everyone feels safe, valued and happy and children are able to learn in a calm environment.
- The behaviour expectations and curriculum are shared and understood by children (in an age appropriate way), staff, governors and parents.
- That behaviour is a form of communication, not all behaviours are a choice and a child displaying detrimental behaviour are regarded as vulnerable not troublesome.
- Behaviour can change and improvement can be secured.
- Clear boundaries are paired with an individualised graduated response for a child who is struggling to meet expectations.
- A child may develop academically and emotionally at different rates.
- Children are supported to increasingly take responsibility for their actions by developing internal discipline, self-regulation and resilience.
- The school is committed to equality and equity.
- Staff and volunteers set an excellent example to children at all times.
- Rewards and consequences are used consistently by staff, in line with the Behaviour policy.
- Restrictive interventions, including reasonable force and seclusion are only used as a last resort, and in line with the restrictive interventions policy.
- The Suspension and Permanent Exclusions policy explains that exclusions will only be used as a last resort and outlines the processes involved in suspensions and exclusions.
- Engagement of families, outside agencies and the wider community is sought when planning consistent support for a child.

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

This written statement of behaviour principles is reviewed and approved by the full governing body annually.

Approved by:	FGB	Date: July 2026
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Last reviewed on:	July 2026
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Next review due by:	July 2027
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