

Behaviour Policy

Inc. Statement of Behaviour Principles & Anti-bullying

Dr Radcliffe's Primary School

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1. Oxford Diocesan Schools Trust Behaviour Statement

This statement of behaviour principles applies to all schools of the Oxford Diocesan Schools Trust (ODST) as required by statutory guidance issued by the Department for Education.

Introduction

Positive behaviour in schools is paramount as this is central to a successful education. Consistent behaviour management helps to create and protect the positive relationships built within the whole school community. Schools should ensure high standards of behaviour that pervade all aspects of school life including the culture, ethos, and values of the school, how pupils are taught and encouraged to behave.

ODST schools endeavour to manage behaviour well so they can provide calm, safe and supportive environments in which pupils want to attend and where they can learn and thrive. The Trust and its schools are committed to providing welcoming, calm, secure learning environments, where the culture is focused on the well-being of each member of our school community whilst also limiting disruption. We expect all members of our school communities to respect the feelings of others and to treat people with dignity.

Relationships underpin all that we do and we approach behaviour management from this viewpoint. We continually work to make, maintain and, when necessary, repair relationships and connections. The emphasis is on nurturing positive and respectful relationships so that conflict is less likely. In adopting this approach, we aim to develop a culture in which relationships are strengthened, and people demonstrate empathy, compassion and understanding towards one another. School will instil in pupils the importance of doing the right thing for the right reasons, which involves holding people to account in a meaningful and constructive way, agreeing clear boundaries within which to work and providing the right support and encouragement to reach agreed goals. It is about working 'with' people at every opportunity. Our schools aim to provide nurture and support alongside clear boundaries and expectations of behaviour. The Trust and its schools recognise that pupils' behaviour is a form of communication and that all work hard to respond appropriately. Adults in school are trained to recognise these needs and feelings being expressed and to help pupils to understand and regulate their own behaviours.

Vision

At the heart of our vision is our belief in educational excellence. We believe we are called to serve our pupils, staff, parents and their local community by providing schools with the highest levels of academic rigour and pastoral care. Our schools are places where children and young people develop and thrive intellectually, socially, culturally and spiritually. Our vision, ethos and values underpin our positive behaviour ethos as we strive to support the diverse needs of all pupils.

We value every individual and understand that our sense of “community” and of belonging are vital to well-being. We strive to empower pupils to achieve, and to feel valued and supported. This is underpinned by embedding an inclusive, restorative and nurturing culture across the Trust and the building of positive, respectful and consistent relationships.

Aims

Schools within the Oxford Diocesan Schools Trust aim to:

- Create a positive culture that promotes excellent behaviour, ensuring that all pupils have the opportunity to learn in a calm, safe and supportive environment
- Establish a whole-school approach to maintaining high standards of behaviour that reflect the values of ODSST and the individual schools that form the wider ODSST community
- Outline the expectations and consequences of behaviour
- Provide a consistent approach to behaviour management, based on a relational approach, that is applied equally to all pupils while at the same time reflecting the needs of individual children
- Define what we consider to be unacceptable behaviour, including bullying and discrimination
- Build a community that values kindness and empathy for others
- Provide guidance for school staff, parents and carers, members of the local governing body, and other stakeholders on how we support our pupils to self-regulate and manage their behaviour so that they are ready to learn

Rationale

At ODSST, we recognise that wellbeing and behaviour are inextricably linked.

Child development, neuroscience and attachment theory all provide us with the understanding of the direct correlation between positive mental health and educational outcomes. If a child’s sense of belonging and safety is high, then children have a better chance of reaching their full potential.

As a Trust we recognise that behaviour is a form of communication and we therefore take responsibility for listening to the needs a child is expressing through their behaviour, whilst setting clear boundaries and expectations.

We recognise the link between understanding of the needs of our pupils and how this contributes to their ability to self-regulate. We use this knowledge to build resilience by managing their behaviour in a positive manner so they can be ready to engage with their learning. It is imperative we understand how as care givers, we can offer the pupils the security and relationships needed to meet the individual wellbeing and mental health needs and guide them along their journey in becoming independent, resilient, life-long learners.

Guided by restorative approaches, we will focus on relational connection and regulation first, putting relationships at the heart of our approach, in order to create and foster a safe and happy environment where all feel secure and respected.

ODSST is committed to developing a Trauma and Mental Health Informed Approach to behaviour management. Schools do not operate a ‘zero tolerance’ or ‘one size fits all’ approach to behaviour that may be coming from distress. We have high expectations for the behaviour of all, and rigorous support is offered to those having difficulty meeting those expectations.

To ensure every child develops and maintains positive mental health and resilience, our aim is to:

- Support pupils to make sense of their experiences
- Find ways to manage emotions and feelings
- Create an environment of safety, connection and compassion
- Build a school network of strong, positive, supportive relationships through training
- Ensure that children maintain the capacity to learn, despite difficult events that may occur

2. 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](#)

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

[Use of reasonable force in schools](#)

[Supporting pupils with medical conditions at school](#)

[Special Educational Needs and Disability \(SEND\) Code of Practice](#)

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

In addition, this policy is based on:

- Schedule 1 of the [Education \(Independent School Standards\) Regulations 2014](#); paragraph 7 outlines a school's duty to safeguard and promote the welfare of children, paragraph 9 requires the school to have a written behaviour policy, and paragraph 10 requires the school to have an anti-bullying strategy
- [DfE guidance](#) explaining that academies should publish their behaviour policy and anti-bullying strategy

This policy complies with our funding agreement and articles of association.

3. Definitions

Misbehaviour is defined as:

- Disruption in lessons, in corridors between lessons, and at break and lunchtimes
- Non-completion of classwork or homework
- Poor attitude
- Incorrect uniform

Serious misbehaviour is defined as:

- Repeated breaches of the school rules
- Any form of bullying
- Sexual violence, such as rape, assault by penetration, or sexual assault (intentional sexual touching without consent)
- Sexual harassment, meaning unwanted conduct of a sexual nature, such as:
 - Sexual comments
 - Sexual jokes or taunting
- Physical behaviour such as interfering with clothes
- Online sexual harassment, such as unwanted sexual comments and messages (including on social media), sharing of nude or semi-nude images and/or videos (including pseudo-images, which are computer-generated images that otherwise appear to be a photograph or video), or sharing of unwanted explicit content
- Vandalism
- Theft
- Fighting

- Smoking
- Racist, sexist, homophobic or discriminatory behaviour
- Possession of any prohibited/banned items. These are:
- Knives or weapons
- Alcohol
- Illegal drugs
- Stolen items
- Tobacco and cigarette papers
- E-cigarettes, vapes and lighters
- Fireworks
- Pornographic images
- Any article a staff member reasonably suspects has been, or is likely to be, used to commit an offence, or to cause personal injury to, or damage to the property of, any person (including the pupil)

4. Bullying

Bullying is defined as the repetitive, intentional harming of 1 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, 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 performance, sharing of nude or semi-nude images and/or videos (including pseudo-images, which are computer-generated images that otherwise appear to be a photograph or video), or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps, gaming sites, devices or via images, audio, video, or written content generated by artificial intelligence (AI)

4.1 Prevention: Building a Culture of Kindness

Classroom Management

Teaching and support staff set the tone for positive behaviour by:

- Creating stimulating, engaging learning environments
- Displaying classroom rules clearly
- Greeting pupils positively each morning and establishing clear routines
- Highlighting and promoting good behaviour through positive reinforcement
- Starting each day afresh
- Using de-escalation techniques for low-level disruption

Whole-School Proactive Strategies

Embedding Our Values

- Weekly values based awards in assembly
- PSHE curriculum covering friendship, empathy, diversity, and standing up to bullying
- RE lessons exploring how different faiths teach kindness and respect
- Literature exploring themes of bullying, difference, and courage
- Annual Anti-Bullying Week with activities and parent workshops

Peer Support

- Playground buddies (Year 5/6) supporting younger children
- Worry boxes, message areas in classrooms
- Regular circle time or discussion time for discussing feelings and concerns

Creating an Inclusive Environment

- Celebrating diversity through displays, books, and curriculum
- Structured play activities at lunchtimes
- Training for all lunchtime staff on spotting and responding to bullying
- Quiet spaces for emotional regulation

4.2 Reporting Bullying

Pupils Can:

- Tell any trusted adult (teacher, TA, play/sport leader, office staff, headteacher)
- Use the classroom worry box or message area
- Tell parents/carers to contact school

Parents/Carers Can:

- Speak to their child's class teacher
- Contact the school office
- Speak to a senior leader

Staff Must:

- Report immediately to the Designated Safeguarding Lead (DSL) if they believe the incident constitutes a child protection concern – where there's "reasonable cause to suspect a child is suffering, or is likely to suffer, significant harm" – or if the incident could be a criminal offence or pose a serious threat to a member of the public
- Record the incident using CPOMS
- Inform the class teacher and phase leader

4.3 Investigation Process

Immediate Response (Same Day)

1. Listen carefully and take the concern seriously
2. Ensure immediate safety
3. Reassure the child
4. Record the initial report

Investigation (Within 2 School Days)

1. Speak separately to all involved (victim, alleged perpetrator, witnesses, supervising staff)
2. Consider context: Is this repeated behaviour? What's the power dynamic? Are there SEND/safeguarding factors?
3. Determine whether it is bullying or another behaviour issue
4. Consult with DSL if safeguarding concerns arise

Communication (Within 3 School Days)

- Inform all parents/carers involved
- Explain findings and actions
- Agree next steps and follow-up

4.4 Recording and Monitoring

Recording

All safeguarding concerns about a child should be recorded in writing. If we think an incident is a child protection concern, we will follow our safeguarding recording procedures to record it, as well as report it to the relevant agency.

We Record:

- Date, time, location
- Names of all involved
- Description of incident
- Type of bullying
- Action taken and outcomes

How: Using CPOMS our system for recording safeguarding and behaviour concerns

Analysis and Monitoring

The headteacher and DSL will:

- **Review incidents termly** to identify patterns, trends, and vulnerable groups
- **Report annually to governors** on numbers, types, actions, and impact
- **Use data** to inform whole-school approaches, training, and curriculum

The ODSF Safeguarding Lead will inspect see our school's records and analysis of bullying, discriminatory and prejudiced behaviour, either directly or indirectly, including racist, sexist, disability and homophobic/biphobic/transphobic bullying, use of derogatory language and racist incidents. Ofsted will also look at these records during inspections.

4.5 Responding to Bullying

Sanctions

Responses will be **proportionate, consistent, and fair**, taking account of SEND and individual circumstances.

Sanctions may include:

- Restorative conversations
- Loss of privileges (playtime, school trips)
- Internal exclusion from social times
- Letter/phone call home
- Behaviour contract
- Removal from classroom
- Fixed-term suspension for serious/persistent bullying
- Permanent exclusion in the most serious cases

All sanctions are applied in line with sections 7 and 8 of our behaviour policy.

Off-Site and Online Bullying

Our behaviour policy includes measures regulating pupil conduct when off school premises. We will respond to bullying that happens:

- On journeys to/from school
- At school-related activities
- Online or via mobile devices affecting the school community

Our Response:

- Investigate as we would on-site incidents
- Work with parents/carers on online safety and digital citizenship
- Report serious incidents to social media platforms
- Involve police if behaviour constitutes a criminal offence

- Maintain a **mobile phone-free environment** during the school day

4.6 Supporting Pupils

Pupils Who Have Been Bullied

- Listen, believe, and reassure
- Agree a safety plan
- Regular check-ins with class teacher/pastoral lead
- Peer buddy support
- Access to emotional support if needed e.g. check-ins, ELSA or drawing and talking interventions
- Referral to external agencies (CAMHS, Early Help) if appropriate
- Keep parents/carers informed

Pupils Who Have Bullied Others

We recognise that children who bully may be experiencing difficulties. We will:

- Help them understand the impact through restorative conversations
- Identify underlying causes (trauma, SEND, home circumstances)
- Provide support: emotional literacy, social skills groups, mentoring
- Set clear expectations for changed behaviour
- Work with parents/carers for consistent messages

Vulnerable Pupils

We proactively identify and support pupils vulnerable to bullying, including those with SEND, looked after children, those with protected characteristics, young carers, and new pupils through:

- Targeted support (social skills groups, lunchtime clubs, buddy systems)
- Staff vigilance and monitoring
- Inclusive curriculum celebrating diversity

4.7 Safeguarding Link

We recognise that changes in behaviour may indicate a pupil needs help or protection. We will consider whether behaviour (including bullying) may be linked to a child suffering, or being likely to suffer, significant harm. Where this may be the case, we will follow our child protection and safeguarding policy and consider pastoral support, early help intervention, or referral to children's social care.

Further details of our school's approach to preventing and addressing bullying are set out in our anti-bullying strategy, Appendix A

5. Roles and responsibilities

5.1 The local governing body (LGB)

The LGB is responsible for monitoring this behaviour policy's effectiveness and holding the headteacher to account for its implementation.

5.2 The headteacher

The headteacher is responsible for:

- Reviewing and approving this behaviour policy
- Ensuring that the school environment encourages positive behaviour
- Ensuring that staff deal effectively with poor behaviour
- Monitoring how staff implement this policy to ensure rewards and sanctions are applied consistently to all groups of pupils
- Ensuring that all staff understand the behavioural expectations and the importance of maintaining them
- 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 pupils 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 pupils both sanctions and support when necessary
- Ensuring that the data from the behaviour log is reviewed regularly, to make sure that no groups of pupils are being disproportionately impacted by this policy (see section 13.1)

5.3 Staff

Staff are responsible for:

- Creating a calm and safe environment for pupils
- Establishing and maintaining clear boundaries of acceptable pupil behaviour
- Implementing the behaviour policy consistently
- Communicating the school's expectations, routines, values and standards through teaching behaviour and in every interaction with pupils
- Modelling expected behaviour and positive relationships
- Providing a personalised approach to the specific behavioural needs of particular pupils
- Considering the impact of their own behaviour on the school culture and how they can uphold school rules and expectations
- Challenging pupils to meet the school's expectations

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

5.4 Parents and carers

Parents and carers, where possible, should:

- Get to know the school's behaviour policy and reinforce it at home where appropriate
- Support their child in adhering to the school's behaviour 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 misbehaviour (for example, attending reviews of specific behaviour interventions)
- Raise any concerns about the management of behaviour with the school directly, while continuing to work in partnership with the school
- Take part in the life of the school and its culture

The school will endeavour to build a positive relationship with parents and carers by keeping them informed about developments in their child's behaviour and the school's policy, and working in collaboration with them to tackle behavioural issues.

5.5 Pupils

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

- The expected standard of behaviour they should be displaying at school
- That they have a duty to follow the behaviour policy
- The school's key rules and routines (see section 6)
- The rewards they can earn for meeting the behaviour standards, and the consequences they will face if they don't meet the standards
- The pastoral support that is available to them to help them meet the behaviour standards

Pupils will be supported to meet the behaviour standards and will be provided with repeated induction sessions wherever appropriate.

Pupils will be supported to develop an understanding of the school's behaviour policy and wider culture.

Pupils 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 pupils who are new to the school.

6. School behaviour ethos

At Dr Radcliffe's CofE Primary School, we believe that every child has the right to an excellent education in a safe, nurturing environment where they can live life to the full. Our behaviour ethos is rooted in our Christian values of **kindness, respect and truth**, which guide everything we do.

We are a highly inclusive school with high expectations for all. We recognise that every child is unique, and we celebrate the diversity within our school community. Our approach to behaviour is built on understanding each child's individual needs and supporting them to develop the habits and routines that will help them flourish academically, socially and spiritually.

Our Approach to Creating a Culture of Excellence

We create a positive behaviour culture by:

- **Modelling our values:** All adults in our school community demonstrate kindness, respect and truth in their interactions with children and each other
- **Building strong relationships:** We invest time in knowing each child well, understanding their strengths, needs and circumstances
- **Teaching explicitly:** We teach children what kind, respectful and truthful behaviour looks like in different situations, rather than assuming they already know
- **Using restorative approaches:** When things go wrong, we help children understand the impact of their actions and make things right
- **Making reasonable adjustments:** We adapt our approaches and routines to ensure all children, including those with SEND, can meet our expectations and access their right to learn
- **Working in partnership:** We collaborate closely with families to ensure consistency and shared understanding of expectations, we have unconditional positive regard for all our children and their families

Expected Behaviours: Our Key Habits and Routines

We expect all members of our school community to demonstrate:

Kindness

- Using gentle hands and words
- Including others in play and learning
- Helping those who need support
- Celebrating others' successes
- Showing compassion when someone makes a mistake

Respect

- Listening carefully when others are speaking
- Following instructions from adults the first time
- Taking care of our school environment and resources
- Valuing different opinions, backgrounds and beliefs
- Moving calmly and safely around school

Truth

- Being honest, even when it's difficult
- Admitting mistakes and taking responsibility for our behaviour and actions
- Communicating openly with adults when we have concerns
- Being authentic and true to ourselves

Ready to Learn

- Arriving on time and prepared for the day
- Bringing the right equipment and completing homework
- Focusing on tasks and persevering when learning is challenging
- Asking for help when needed
- Taking pride in our work

Inclusive Practice and Reasonable Adjustments

We recognise that some children may need additional support or adjustments to meet our behavioural expectations. Where appropriate and reasonable, we will:

- Adapt routines and environments to reduce barriers (for example, providing visual timetables, quiet spaces, or movement breaks)
- Provide additional scaffolding and teaching of expected behaviours
- Use individualised approaches that reflect children's developmental stage and needs
- Work closely with families and specialists to understand and meet individual needs
- Ensure that any adjustments maintain high expectations while being achievable for each child

Our commitment is that **no child will be excluded from their education** because of their behaviour. Instead, we will work tirelessly to understand the reasons behind behaviour and provide the support needed for every child to succeed.

6.1 Mobile phones

In line with DfE's the [mobile phone](#) and [behaviour](#) guidance, we do not permit children to use mobile phones during the school day. If a parent wishes a child to bring a phone to school for use on their journey home, the parent must inform the school office and the child must hand the phone in to the school office when they arrive each the morning to be collected after school.

Use of mobile phones by staff

The DfE's mobile phone guidance says that staff should not use their own mobile phone for personal reasons in front of pupils throughout the school day. All schools should be mobile phone-free environments by default: anything other than this should be by exception only.

4.1 Personal mobile phones

- Staff (including volunteers, contractors and anyone else otherwise engaged by the school) are not permitted to use their personal mobile phone during the school day, (while pupils are present / during contact time). Use of personal mobile phones is restricted to non-contact time, and to areas of the school where pupils are not present (such as the staffroom).
- Staff working in classrooms, and on playground duty will not have their mobile phone on their person. Their mobile phone will be stored in their bag, desk drawer, out of sight and away from children.
- There may be circumstances in which it's appropriate for a member of staff to have use of their phone during contact time, e.g. for medical reasons. This will be agreed with the headteacher.
- School staff can use the school office number as a point of emergency contact for dependents.

4.4 Using personal mobiles for work purposes

In some circumstances, it may be appropriate for staff to use personal mobile phones or a similar device during the school day in front of pupils for work. Such circumstances may include, but are not limited to:

- Use of multi-factor authentication
- Emergency evacuations
- Supervising off-site trips

In these circumstances, staff will:

- Use their mobile phones in an appropriate and professional manner, in line with our staff code of conduct
- Not use their phones to take photographs or recordings of pupils, their work, or anything else that could identify a pupil
- Refrain from using their phones to contact parents/carers. If necessary, contact must be made via the school office

7.1 Classroom management

Teaching and support staff are responsible for setting the tone and context for positive behaviour within the school.

They will:

- Create and maintain a stimulating environment that encourages pupils to be engaged
- Display their classroom rules, all of which are based on 'The Golden Rules'
- Develop a positive relationship with pupils, which include:
- Greeting pupils in the morning
 - Establishing clear routines
 - Communicating expectations of behaviour in ways other than verbally
 - Highlighting and promoting good behaviour

- Concluding the day positively and starting the next day afresh
- Having a plan for dealing with low-level disruption
- Using positive reinforcement

7.2 Safeguarding

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

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

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 from the school's website.

7.3 Responding to positive conduct and good behaviour

When a pupil's behaviour meets 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 ethos.

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

Positive behaviour will be rewarded with:

- Verbal praise
- Communicating praise to parents/carers via a phone call or written correspondence
- Certificates, prize ceremonies or special assemblies including the Governor's Award
- Positions of responsibility, such as prefect status or being entrusted with a particular decision or project
- Whole-class or year group rewards, such as a popular activity

7.4 Responding to misbehaviour

When a pupil's behaviour falls below the standard that can reasonably be expected of them, staff will respond in order to restore a calm and safe learning environment, and to prevent recurrence of misbehaviour.

Staff will endeavour to create a predictable environment by always challenging behaviour that falls short of the standards, and by responding in a consistent, fair and proportionate manner, so pupils know with certainty that misbehaviour will always be addressed.

De-escalation techniques, including the use of pre-arranged scripts and phrases, can be used to help prevent further behaviour issues arising.

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 behaviour sanctions, staff will also consider what support could be offered to a pupil to help them to meet behaviour standards in the future.

The school may use 1 or more of the following sanctions in response to unacceptable behaviour:

- A verbal reprimand and reminder of the expectations of behaviour
- Setting of written tasks such as an account of their behaviour
- Expecting work to be completed at home, or at break or lunchtime
- Loss of privileges

- School-based community service, such as tidying a classroom
- Referring the pupil to a senior member of staff
- Letter or phone call home to parents/carers
- Agreeing a behaviour contract
- Removal of the pupil from the classroom
- Suspension
- Permanent exclusion, in the most serious of circumstances

Personal circumstances of the pupil will be taken into account when choosing sanctions, and decisions will be made on a case-by-case basis, but with regard to the impact on perceived fairness.

7.5 Reasonable force

Reasonable force covers a range of interventions that involve physical contact with pupils. All members of staff have a duty to use reasonable force, in the following circumstances, to prevent a pupil from:

- Causing disorder
- Hurting themselves or others
- Damaging property
- Committing an offence

Incidents of reasonable force must:

- Always be used as a last resort
- Be applied using the minimum amount of force and for the minimum amount of time possible
- Be used in a way that maintains the safety and dignity of all concerned
- Never be used as a form of punishment
- Be recorded and reported to parents/carers

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

7.6 Positive handling

School staff are provided with appropriate Team Teach Training, to enable them to assess the use of positive handling.

Sometimes it may be necessary for staff to use positive handling techniques. All actions taken should be informed by dynamic risk assessment and be in line with government guidelines on restraint and the use of reasonable force. The Trust advocates using Team Teach techniques and guidance. Team Teach techniques seek to avoid injury to the child, but it is possible that bruising or scratching may occur accidentally, and these are not to be seen necessarily as a failure of professional technique, but a regrettable and infrequent “side-effect” of ensuring that the child remains safe. School will produce and update appropriate risk assessments and have Individual Positive Handling plans in place for children who require regular handling. All individual plans will be shared with parents and carers.

All incidents of positive handling should be thoroughly recorded using the school’s online system.

7.7 Searching, screening and confiscation

Searching, screening and confiscation is conducted in line with the DfE’s [latest guidance on searching, screening and confiscation](#). We will also take account of up-to-date advice from the police via www.npcc.police.uk

Offensive weapons

An offensive weapon is any article which is made, intended or adapted to cause injury. Offensive weapon can be broken down into two categories: a) Those that are made as an offensive weapon (e.g. knuckle-duster, dagger, gun) or adapted (e.g. broken bottle) for use for causing injury to the person; and b) Weapons not made or adapted as an offensive weapon (e.g. kitchen knife, spanner, hammer) but intended by the person having in possession of it to cause injury to another. See list in section 3.

It is illegal to:

- be in possession of a knife / bladed article on school premises
- be in possession of an offensive weapon without lawful authority or excuse in any public place
- threaten with a blade or sharply pointed article on school premises

Confiscation

Any prohibited items (listed in section 3) found in a pupil's possession as a result of a search will be confiscated. These items will not be returned to the pupil.

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

Searching a pupil

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 pupil, 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 pupil 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 pupil; 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 make sure a written record of the search is kept.

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

A search can be carried out if the authorised member of staff has reasonable grounds for suspecting that the pupil 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 pupil has agreed.

An appropriate location for the search will be found. Where possible, this will be away from other pupils. The search will only take place on the school premises or where the member of staff has lawful control or charge of the pupil, 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 pupils or staff at risk
- Consider whether the search would pose a safeguarding risk to the pupil
- Explain to the pupil why they are being searched
- Explain to the pupil 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 pupil the opportunity to ask questions
- Seek the pupil’s co-operation

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

If they still refuse to co-operate, the member of staff will contact the headteacher / designated safeguarding lead (or deputy) to try to determine why the pupil is refusing to comply.

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

The authorised member of staff can use reasonable force to search for any prohibited items identified in section 3, but not to search for items that are only identified in the school rules.

The authorised member of staff may use a metal detector to assist with the search.

An authorised member of staff may search a pupil’s outer clothing, pockets, possessions, desk or locker.

‘Outer clothing’ includes:

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

Searching pupils’ possessions

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

- Desks
- Bags

A pupil’s possessions can be searched for any item if the pupil agrees to the search. If the pupil does not agree to the search, staff can still carry out a search for prohibited items (listed in section 3) and items identified in the school rules.

An authorised member of staff can search a pupil’s possessions when the pupil 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.

Searching pupils

In the event of a school requiring to search a child, headteachers will follow the advice and guidance issued in [Searching, Screening and Confiscation](#) (July 2022, or in the most recent updated guidance).

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 pupil was in possession of a prohibited item as listed in section 3
- If they believe that a search has revealed a safeguarding risk

All searches for prohibited items (listed in section 3), including incidents where no items were found, will be recorded in the school's safeguarding system.

Informing parents/carers

Parents/carers will always be informed of any search for a prohibited item (listed in section 3). A member of staff will tell the parents/carers 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 pupil 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 whether pastoral support, an early help intervention or a referral to children's social care is appropriate.

7.7 Off-site misbehaviour

Sanctions may be applied where a pupil has misbehaved off-site when representing the school. This means misbehaviour when the pupil 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 pupil of our school

Sanctions may also be applied where a pupil has misbehaved off-site, at any time, whether or not the conditions above apply, if the misbehaviour:

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

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

7.8 Online misbehaviour

The school can issue behaviour sanctions to pupils for online misbehaviour when:

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

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

7.9 Suspected criminal behaviour

If a pupil 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 / 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 sanctions, 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.

7.10 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.

Pupils 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.

7.11 Allegations

Where a pupil 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 discipline the pupil in accordance with this policy and with reference to the allegations against staff and volunteers policy.

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

8. Serious sanctions

8.1 Suspension and permanent exclusion

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

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

Please refer to our suspensions and exclusions policy for more information available on the school's website.

9. Responding to misbehaviour from pupils with SEND

9.1 Recognising the impact of SEND on behaviour

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

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

When dealing with misbehaviour from pupils with SEND, especially where their SEND affects their behaviour, the school will take its legal duties into account when making decisions about enforcing the behaviour policy.

The legal duties include:

- Taking reasonable steps to avoid any substantial disadvantage to a disabled pupil being caused by the school's policies or practices ([Equality Act 2010](#))
- Using our best endeavours to meet the needs of pupils with SEND ([Children and Families Act 2014](#))
- If a pupil has an education, health and care (EHC) plan, the provisions set out in that plan must be secured and the school must co-operate 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 misbehaviour, and put in place support to prevent these from occurring.

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

9.2 Adapting sanctions for pupils with SEND

When considering a behavioural sanction for a pupil with SEND, the school will consider whether:

- The pupil was unable to understand the rule or instruction
- The pupil was unable to act differently at the time as a result of their SEND
- The pupil was likely to behave aggressively due to their particular SEND
- The pupil has an unidentified SEND that may have impacted their behaviour

The school will then assess whether it is appropriate to use a sanction and if so, whether any reasonable adjustments need to be made to the sanction. Please see the school's SEN policy and information report available on the school's website.

10. Supporting pupils following a sanction

Following a sanction, the school will consider strategies to help the pupil to understand how to improve their behaviour and meet the expectations of the school.

Our strategy for reintegrating pupils following removal from the classroom or suspension;

- Reintegration meetings with the class teacher and senior member of staff
- Daily contact with their phase lead or other designated member of staff
- A behaviour plan with specific goals and objectives

11. Pupil transition

11.1 Inducting incoming pupils

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

11.2 Preparing outgoing pupils for transition

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

To ensure behaviour is continually monitored and the right support is in place, information relating to pupil behaviour issues may be transferred to relevant staff at the start of the term or year.

12. Training

As part of their induction process, our staff are provided with regular training on managing behaviour, including training on our school's behaviour approach.

Behaviour management will also form part of continuing professional development.

13. Monitoring arrangements

13.1 Monitoring and evaluating behaviour

The school will collect data on the following:

- Behavioural incidents, including removal from the classroom
- Attendance, permanent exclusions and suspensions
- Use of pupil support units, off-site directions and managed moves
- Incidents of searching, screening and confiscation
- Perceptions and experiences of the school behaviour culture for staff, pupils, governors, trustees and other stakeholders (via anonymous surveys)

The data will be reported to the LGB and ODST safeguarding.

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 pupils are identified by this analysis, the school will review its policies to tackle them.

13.2 Monitoring this policy

This behaviour policy will be reviewed by the EQSI committee of the Trust Board, the headteacher and the LGB at least annually, or more frequently, if needed, to address findings from the regular monitoring of the behaviour data (as per section 13.1). At each review, the policy will be approved at school level by the LGB.

14. Links with other policies

This behaviour policy is linked to the following policies :

- Suspensions and exclusions policy
- Child protection and safeguarding policy
- Dealing with allegations against staff, volunteers and professionals from other agencies
- Acceptable use of ICT policy
- Online safety policy

Appendix A

Anti-Bullying Strategy

Dr Radcliffe's CofE Primary School

Our Vision: At Dr Radcliffe's CofE Primary School, our core values of **kindness, respect, and truth** underpin everything we do. This strategy ensures that bullying has no place in our school community.

1. What is Bullying?

Bullying is **repeated, intentional** behaviour involving an **imbalance of power** that makes it difficult for the victim to defend themselves. It includes:

- **Physical:** hitting, kicking, taking belongings
- **Verbal:** name-calling, insults, threats
- **Relational:** exclusion, spreading rumours
- **Cyberbullying:** hurtful messages, images, or comments online
- **Prejudice-based:** targeting protected characteristics (race, religion, gender, disability, sexual orientation, etc.)

2. Prevention: Building a Culture of Kindness

Classroom Management

Teaching and support staff set the tone for positive behaviour by:

- Creating stimulating, engaging learning environments
- Displaying classroom rules clearly
- Greeting pupils positively each morning and establishing clear routines
- Highlighting and promoting good behaviour through positive reinforcement
- Starting each day afresh
- Using de-escalation techniques for low-level disruption

Whole-School Proactive Strategies

Embedding Our Values

- Weekly values based awards in assembly
- PSHE curriculum covering friendship, empathy, diversity, and standing up to bullying
- RE lessons exploring how different faiths teach kindness and respect
- Literature exploring themes of bullying, difference, and courage
- Annual Anti-Bullying Week with activities and parent workshops

Peer Support

- Playground buddies (Year 5/6) supporting younger children

- Worry boxes, message areas in classrooms
- Regular circle time or discussion time for discussing feelings and concerns

Creating an Inclusive Environment

- Celebrating diversity through displays, books, and curriculum
- Structured play activities at lunchtimes
- Training for all lunchtime staff on spotting and responding to bullying
- Quiet spaces for emotional regulation

3. Reporting Bullying

Pupils Can:

- Tell any trusted adult (teacher, TA, play/sport leader, office staff, headteacher)
- Use the classroom worry box or message area
- Tell parents/carers to contact school

Parents/Carers Can:

- Speak to their child's class teacher
- Contact the school office
- Speak to a senior leader

Staff Must:

- Report immediately to the Designated Safeguarding Lead (DSL) if they believe the incident constitutes a child protection concern – where there's "reasonable cause to suspect a child is suffering, or is likely to suffer, significant harm" – or if the incident could be a criminal offence or pose a serious threat to a member of the public
- Record the incident using CPOMS
- Inform the class teacher and phase leader

4. Investigation Process

Immediate Response (Same Day)

5. Listen carefully and take the concern seriously
6. Ensure immediate safety
7. Reassure the child
8. Record the initial report

Investigation (Within 2 School Days)

5. Speak separately to all involved (victim, alleged perpetrator, witnesses, supervising staff)

6. Consider context: Is this repeated behaviour? What's the power dynamic? Are there SEND/safeguarding factors?
7. Determine whether it is bullying or another behaviour issue
8. Consult with DSL if safeguarding concerns arise

Communication (Within 3 School Days)

- Inform all parents/carers involved
- Explain findings and actions
- Agree next steps and follow-up

5. Recording and Monitoring

Recording

All safeguarding concerns about a child should be recorded in writing. If we think an incident is a child protection concern, we will follow our safeguarding recording procedures to record it, as well as report it to the relevant agency.

We Record:

- Date, time, location
- Names of all involved
- Description of incident
- Type of bullying
- Action taken and outcomes

How: Using CPOMS our system for recording safeguarding and behaviour concerns

Analysis and Monitoring

The headteacher and DSL will:

- **Review incidents termly** to identify patterns, trends, and vulnerable groups
- **Report annually to governors** on numbers, types, actions, and impact
- **Use data** to inform whole-school approaches, training, and curriculum

The ODST Safeguarding Lead will inspect see our school's records and analysis of bullying, discriminatory and prejudiced behaviour, either directly or indirectly, including racist, sexist, disability and homophobic/biphobic/transphobic bullying, use of derogatory language and racist incidents. Ofsted will also look at these records during inspections.

6. Responding to Bullying

Sanctions

Responses will be **proportionate, consistent, and fair**, taking account of SEND and individual circumstances. Sanctions may include:

- Restorative conversations
- Loss of privileges (playtime, school trips)
- Internal exclusion from social times
- Letter/phone call home
- Behaviour contract
- Removal from classroom
- Fixed-term suspension for serious/persistent bullying
- Permanent exclusion in the most serious cases

All sanctions are applied in line with sections 7 and 8 of our behaviour policy.

Off-Site and Online Bullying

Our behaviour policy includes measures regulating pupil conduct when off school premises. We will respond to bullying that happens:

- On journeys to/from school
- At school-related activities
- Online or via mobile devices affecting the school community

Our Response:

- Investigate as we would on-site incidents
- Work with parents/carers on online safety and digital citizenship
- Report serious incidents to social media platforms
- Involve police if behaviour constitutes a criminal offence
- Maintain a **mobile phone-free environment** during the school day

7. Supporting Pupils

Pupils Who Have Been Bullied

- Listen, believe, and reassure
- Agree a safety plan
- Regular check-ins with class teacher/pastoral lead
- Peer buddy support
- Access to emotional support if needed e.g. check-ins, ELSA or drawing and talking interventions
- Referral to external agencies (CAMHS, Early Help) if appropriate
- Keep parents/carers informed

Pupils Who Have Bullied Others

We recognise that children who bully may be experiencing difficulties. We will:

- Help them understand the impact through restorative conversations
- Identify underlying causes (trauma, SEND, home circumstances)
- Provide support: emotional literacy, social skills groups, mentoring
- Set clear expectations for changed behaviour
- Work with parents/carers for consistent messages

Vulnerable Pupils

We proactively identify and support pupils vulnerable to bullying, including those with SEND, looked after children, those with protected characteristics, young carers, and new pupils through:

- Targeted support (social skills groups, lunchtime clubs, buddy systems)
- Staff vigilance and monitoring
- Inclusive curriculum celebrating diversity

8. Safeguarding Link

We recognise that changes in behaviour may indicate a pupil needs help or protection. We will consider whether behaviour (including bullying) may be linked to a child suffering, or being likely to suffer, significant harm. Where this may be the case, we will follow our child protection and safeguarding policy and consider pastoral support, early help intervention, or referral to children's social care.

9. Staff and Governor Training

Staff Training

- **Induction:** Overview of this strategy and reporting procedures
- **Annual safeguarding training:** Including bullying as child-on-child abuse
- **Anti-bullying specific training:** Types of bullying, responding to disclosures, restorative approaches, supporting vulnerable pupils, online safety, prejudice-based bullying

Specialist Training:

- DSL/deputies: Advanced safeguarding including child-on-child abuse
- Teachers, support staff and play supervisors: Spotting signs, managing playground incidents
- Senior leaders: Investigating allegations, working with parents, applying sanctions

Governor Training

- Overview of strategy and monitoring role
- Review termly bullying data
- Safeguarding training including child-on-child abuse
- Challenge and support school leaders on effectiveness

10. Monitoring and Review

This strategy will be:

- **Reviewed annually** by the headteacher and local governing board
- **Updated** in response to legislation changes, incident data analysis, stakeholder feedback, and Ofsted recommendations
- **Communicated** to all stakeholders following updates

Key Contacts

Internal:

- Headteacher: Lorraine Wood
- Designated Safeguarding Lead: Lorraine Wood
- Deputy DSLs: Sarah Goldsworthy and Becky Roberts

External Support:

- **Childline:** 0800 1111 | www.childline.org.uk
- **Anti-Bullying Alliance:** www.anti-bullyingalliance.org.uk
- **NSPCC:** 0808 800 5000

This strategy reflects our commitment to truth, kindness, and respect. Together, we will ensure every child at Dr Radcliffe's CofE Primary School feels safe, valued, and able to thrive.