



**St Ralph
Sherwin**
Catholic Multi Academy Trust



Behaviour Policy (including anti-bullying policy statement)

Version 2
September 2025



One of three Catholic
Multi Academy Trusts in
the Diocese of Nottingham



Document Provenance

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| Title of policy: | Behaviour Policy (including anti-bullying policy statement) | |
| Author and policy owner in the Executive Team: | School Improvement Team | |
| Version number: | 2 | |
| Date approved: | 11 th July 2025 | |
| Approved by: | Trust Board | |
| Date of next review: | July 2026 | |
| Document review and editorial updates: | | |
| Version control | Date | Key revisions included |
| 1 | March 2024 | This is a new Trust-wide policy for all CMAT schools aligning with national guidance and best practice in regard to embedding a consistent and positive behaviour culture across the CMAT. |
| 2 | July 2025 | Assault on staff members and pupils added to Section 6.3 |
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‘So always treat others as you would like them to treat you; that is the meaning of the Law of the Prophets.’ Matthew 7:12

St Ralph Sherwin Catholic Multi Academy Trust Vision

Schools within the St Ralph Sherwin Catholic Multi Academy Trust ensure that each child is treated individually and with respect. We lead by the example of our namesake, Saint Ralph Sherwin, a martyr who risked all for his faith, seeking to do the Lord’s will “today rather than tomorrow”. All schools within the Saint Ralph Sherwin Catholic Multi Academy Trust share the same collective vision:

Vision

We are a Catholic family of schools, working as one. We aim to ensure:

- The best possible education for every child.
- To provide Catholic formation which inspires all of us to live a life of service modelled on the Gospels.
- To continue to build sustainable and caring communities in which the most vulnerable can flourish.
- To recognise that every member of our community has a vital role to play.

Our Mission

‘Growing in faith, serving with love, transforming our world; together in Christ’.

Our Core Virtues

All schools within the St Ralph Sherwin Catholic Multi Academy Trust, and members of our Central Team are guided by three core virtues which underpin everything that we do:

- Trust
- Togetherness
- Kindness

The Trust’s Behaviour Policy has its foundations in the teachings of Jesus Christ and the Trust’s core mission of growing in faith and serving with love. To that end every school is committed to a culture of celebrating behaviours that foster respect, kindness, community and achieving our full potential. Where behaviours fall below expectation a proportionate and empathetic graduated response will be implemented which encourages an individual to reflect on their actions and the impact those actions have had on others.



1. Introduction and Purpose

- 1.1. This policy sets out our Trust-wide approach to building and maintaining a culture which celebrates behaviours that reflect our Catholic values whilst addressing, in a consistent and empathetic way, behaviours that have negative consequences or risk harm to others or, an individual, themselves.
- 1.2. Every school community is unique and as such parts of this policy have been tailored to meet the individual needs of each school community.

2. Scope

- 2.1. This policy applies to all pupils and students. All staff and visitors are also expected to model behaviour that aligns with this policy. This policy should be read in conjunction with the Trust's Suspension and Exclusion Policy which sets out the consistent sanctions that will be applied should a pupil's conduct fall below expected standards.
- 2.2. Specifically, this policy is intended to:
 - Support the creation of 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 that maintains high standards that reflects the Catholic values at the heart of our schools.
 - Supports consistent application of behaviour principles that means pupils are treated fairly, regardless of the school they attend within the CMAT.
 - Make explicit what is deemed unacceptable behaviour and the fostering of a culture where this is communicated regularly so that pupils understand the expectations upon them.
 - Ensure that bullying and discrimination in all its forms is not tolerated.

3. Legislation and Regulation

- 3.1. This policy is based on legislation and advice from the Department for Education (DfE) on:
 - [Behaviour in schools: advice for headteachers and school staff 2022](#)
 - [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 2023](#)
 - [Use of reasonable force in schools](#)



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

3.2. This policy is compliant with the CMATs funding agreement and articles of association.

4. Positive Behaviour

- 4.1. As a Catholic Multi Academy Trust, the foundations of our school culture and curriculum ensures positive behaviours are encouraged and celebrated. Pupils, staff, parents and carers and visitors are expected to model positive behaviours in all their interactions, including outside of school.
- 4.2. The curriculum and school day reinforces these behaviours and teaches pupils the damaging impacts of poor behavior and bullying.
- 4.3. The CMAT believes that rewards are more effective than punishment in motivating pupils. Schools are committed to promoting and rewarding good behaviour and may do so in a range of ways including:
- Immediate verbal recognition and praise.
 - Positive postcards/letters home.
 - Class and personal dojo points.
 - Contact home by staff text, phone, e-mail and/or letter.
 - Internal reward points, house points, form points.
 - Stickers.
 - Certificates.
 - Recognition & celebration events.
- 4.4. Recognising positive behaviours is key to fostering a culture that supports everybody. It is a powerful means of reinforcing the behaviours expected of all pupils in school. Building and maintaining positive behaviours will include:
- Greeting pupils in the morning/at the start of lessons.
 - Establishing clear routines.
 - Communicating expectations of behaviour in various ways including through notice boards, via the website, communication with parents/ carers.
 - Highlighting and promoting good behaviour.
 - Concluding the day positively and starting the next day afresh.
 - Using positive reinforcement.



5. Classroom Management

- 5.1. Teaching and support staff are responsible for setting the tone and context for positive behaviour within the school. This starts with quality first teaching that inspires and maintains the attention of pupils.
- 5.2. Staff will
- Create and maintain a stimulating environment that encourages pupils to be engaged.
 - Follow the whole school approach to behaviour for learning
 - **All lessons will start by:**
 - Teacher greets students at the door/front of classroom. Check uniform and sign diary as needed
 - Students to sit down straight away ready to begin retrieval task – no standing behind chairs.
 - Retrieval task on board ready for students to start as soon as they are sat with book.
 - Register taken when students engaged in retrieval task
 - Teachers circulate to check retrieval task is being completed appropriately
 - **All lessons will end by:**
 - Teacher making it explicit that the lesson has finished.
 - Students pack away and WAIT behind their chairs to be dismissed.
 - Students to be dismissed in appropriate manner e.g. row at a time/one side then the other
 - Students should not go towards the door themselves.

6. Poor and unacceptable behaviour

- 6.1. Whilst the Trust will focus primarily on maintaining a culture and ethos that promotes positive behaviours it is essential that there are systems in place to tackle, on a consistent basis, poor behaviour that detracts from learning, may be harmful to an individual or others or be illegal.
- 6.2. **Poor or unacceptable behaviour** is defined as:
- Disruption in lessons, in corridors between lessons, and at break and lunchtimes.
 - Deliberate non-completion of classwork or homework.
 - Poor attitude to learning or interactions with others.
 - Incorrect uniform.
- 6.3. **Serious misbehaviour** is defined as:
- Repeated breaches of the school rules despite these having been brought to the pupil's attention.



- Any form of bullying.
- Sexual violence, such as rape or sexual assault (including intentional sexual touching without consent).
- Sexual harassment, meaning unwanted conduct of a sexual nature, such as:
 - a) Sexual comments.
 - b) Sexual jokes or taunting.
 - c) Physical behaviour such as interfering with clothes
 - d) Online sexual harassment, such as unwanted sexual comments and messages (including on social media), sharing of nude or semi-nude images and/or videos, or sharing of unwanted explicit content.
- Vandalism.
- Theft.
- Fighting.
- Assault on pupils or staff
- Smoking.
- Racist, sexist, homophobic or discriminatory behaviour.
- Possession of any prohibited items including:
 - a) Knives or weapons.
 - b) Alcohol.
 - c) Illegal drugs.
 - d) Stolen items.
 - e) Tobacco and cigarette papers.
 - f) E-cigarettes or vapes.
 - g) Fireworks.
 - h) Pornographic images
 - i) 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 themselves).

7. Bullying

- 7.1. Bullying behaviour is contrary to the Catholic values which form the foundation of the culture of all our schools and will not be tolerated in any form. Bullying can have a long-term impact on an individual and is:
- harmful to the person who is bullied, and to those who engage in bullying behaviour, and those who support them, and can in some cases lead to lasting psychological damage and even suicide;
 - interferes with a pupil's right to enjoy his/her learning and leisure time free from intimidation;
 - is contrary to everything we stand for as a Catholic, values driven Trust.
- 7.2. Bullying is defined as **actions which are intentionally hurtful, repeated, often over a period of time.**
- 7.3. 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: <ul style="list-style-type: none">• 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, 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 or visual content generated by artificial intelligence (AI). |

Signs and Symptoms

- 7.4. Staff have been trained to identify behaviours that may indicate a pupil being bullied. Potential signs of a pupil being bullied could include:
- Being frightened of walking to or from school or between classes.
 - Not wanting to go into vulnerable areas of the school i.e. toilets, library, dining hall.
 - Being unwilling to go to school.
 - Becoming withdrawn, anxious, or lacking confidence.
 - Sudden changes in behaviour or engagement with others.

Tackling bullying



- 7.5. Staff will be vigilant of the above signs and seek to speak to and support any pupil exhibiting these behaviours including encouraging them to report instances of bullying.
- 7.6. Curriculum and non-curriculum time will be used to raise the risks and damaging impacts of bullying and to reiterate the actions pupils can take if they are the victim of bullying or see bullying carried out by others.
- 7.7. All incidents of bullying will be recorded by staff and addressed promptly. Where a perpetrator of bullying has been identified, their parents/ carers will be contacted and asked to support the school in addressing such behaviour. Where appropriate, the police may be notified.
- 7.8. A firm restorative approach will be taken with anybody found to be bullying other pupils or adults including:
- The bully (bullies) will be asked to genuinely apologise, if the victim(s) consents.
 - The pupil will be placed on a warning log
 - Coaching or mentoring.
- 7.9. Sanctions including suspension and permanent exclusion will also be considered in line with the Trust's Suspension and Permanent Exclusion Policy.
- 7.10. After an incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- 7.11. Those subject to bullying will be offered targeted support which may include counselling or additional pastoral support.

8. Graduated Response

- 8.1 All incidents of misbehaviour will be dealt with promptly in line with this policy. Headteachers and staff will take a graduated response to managing misbehaviour, which will include:
- Constructive reinforcement of the school's values and expectations through assemblies, school masses and through the curriculum.
 - Responding to misbehaviour as it occurs so that pupils understand when they have misbehaved and how to resolve the matter.
 - Speaking to a pupil on a one-one basis to enable them to understand their actions and the impact it has had.
 - Undertaking restorative conversations with the pupil so that they understand the impact of their actions and apologise where necessary.
 - Accessing pastoral support and other interventions to support resolution and a return to expected standards of behaviour.



- The issuing of sanctions including removal from the classroom or detention.
- The engagement of parents and carers to establish a united position in addressing misbehaviour.
- The implementation of stronger sanctions as set out on the Trust's Suspension and Permanent Exclusion Policy.

In issuing sanctions these will be proportionate to the incident and consistent with how interventions or sanctions are applied to other pupils.

9. Pupils with additional needs

- 9.1. The Headteacher and staff have the absolute right to sanction any pupil whose behaviour falls below expectations. Each incident will be considered on its merits, but staff will consider the wider background of the pupil when determining the graduated response to the incident to ensure sanctions are applied consistently and proportionately.
- 9.2. The Headteacher or staff member will assess the appropriateness of the sanction in the context of the pupil's additional needs and make reasonable adjustments if required. The Headteacher will be the final arbiter of any sanction issued.
- 9.3. The school's special educational needs co-ordinator (SENCO) may be asked to offer support or advice in regard to a pupil 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.
- 9.4. When acute needs are identified in a pupil, the school may liaise with external agencies and plan support programmes for that child. Parents/ carers will be engaged in any such discussions.
- 9.5. For pupils on a Education, Health Care Plan (EHCP) the school will liaise with the local authority before issuing a sanction that will result in the pupil being off site (e.g. suspension or permanent exclusion). The school should call for an emergency review of the EHC plan.
- 9.6. Where a pupil is looked after or previously looked after, the school will liaise with the Virtual Head prior to issuing a sanction that results in the pupil being off site (e.g.



suspension or permanent exclusion). Whilst the Trust encourages dialogue with external agencies, the Headteacher remains legally empowered to suspend or exclude any pupil should the misbehaviour be serious enough.

10. Roles and Responsibilities

The Trust Board and Local Governing Body

- 10.1. The Trust Board is responsible for reviewing the Trust's Behaviour Policy and approving any amendments following changes to legislation, best practice, or feedback from Headteachers.
- 10.2. The LGB is responsible, alongside the Headteacher, for reviewing the policy in line with the school's ethos and practice. The LGB will review trends in suspensions and permanent exclusions as part of their annual work programme.
- 10.3. Ensuring effective training is in place to support staff in managing behaviour within school.

The Headteacher

- 10.4. The headteacher is responsible for:
 - Ensuring that the school environment encourages positive behaviour.
 - Ensuring that staff deal effectively and consistently 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.

Teachers and staff

- 10.5. 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.
 - Adapting the curriculum and interventions 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.
 - Recording behaviour incidents promptly.
 - Challenging pupils to meet the school's expectations.
- 10.6. The senior leadership team (SLT) will support staff in responding to behaviour incidents. It is for teachers and support staff to address behaviour incidents as they occur in the classroom through quality first teaching and targeted interventions.

Parents and carers

- 10.7. Parents and carers, 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, and explaining the consequences of poor behaviour.
 - Support the school's ethos and work with the school to uphold those expectations.
 - 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 or reintegration meetings).
 - 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.
- 10.8. 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 constructively address behavioural issues.

Pupils

- 10.9. Pupils will be made aware when they start school and on an ongoing basis:
- 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.



- 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.

10.10. Pupils will be supported to develop an understanding of the school's behaviour policy and wider culture. Pupils will be expected to model high standards to other pupils including pupils younger than themselves, or new to the school. 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.

11. Safeguarding

- 11.1. 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.
- 11.2. 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.
- 11.3. Interventions will be in accordance with the Trust's Child Protection and Safeguarding Policy.

12. Reasonable force, searches and confiscation

Reasonable Force

- 12.1. Reasonable force is a rare, but on occasions necessary step to prevent a pupil harming others or themselves. Staff have a duty to use reasonable force to prevent a pupil from:
- Causing disorder.
 - Hurting themselves or others.
 - Damaging property.
 - Committing an offence.
- 12.2. Any interventions requiring reasonable force will be carried out by trained staff unless child/other children are in imminent danger.
- 12.3. 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.
- 12.4. 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.

Searches and Confiscation

- 12.5. Searching and confiscation is conducted in line with the DfE's [latest guidance on searching, screening and confiscation](#)
- 12.6. Any prohibited items found in a pupil's possession as a result of a search, will be confiscated. These items may be returned to pupils after discussion with senior leaders and parents/carers, if appropriate. Illegal items will be retained and stored in a locked cabinet/safe. The police will be informed.
- 12.7. 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 and has received the appropriate training.
- 12.8. 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. In exceptional circumstances the staff member carrying out the search may be of the opposite sex. This may occur when:
- 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.
- 12.9. In the exceptional circumstance 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.
- 12.10. If the 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) who may have more information about the pupil. During this time the pupil will be supervised and kept away from other pupils.



- 12.11. 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. Appropriate consideration will be given to the age and needs of pupils (e.g. SEND) being searched and the factors that may influence the pupil's ability to understand what is happening to them and their ability to give informed consent.
- 12.12. 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.
- 12.13. 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 coat”.
 - Explain how and where the search will be carried out.
 - Give the pupil the opportunity to ask questions.
 - Seek the pupil's co-operation.
- 12.14. 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 or Designated Safeguarding Lead, to try to determine why the pupil is refusing to comply.
- 12.15. 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.
- 12.16. The authorised member of staff can use reasonable force to search for any prohibited items identified in paragraph 6.3 of this policy, but not to search for items that are only identified in the school rules.
- 12.17. An authorised member of staff may search a pupil's outer clothing, pockets, possessions (outer clothing refers to clothes that don't wholly touch the skin such as a coat, jumper, shoes). A metal detector could be used for this purpose.
- 12.18. A search can also be carried out on a pupil's bag, locker or desk.



- 12.19. Except in exceptional circumstances searches should not be carried out on whole classes or year groups. Searches should be targeted on specific individuals based on clear evidence or reasonable suspicion. The indiscriminate use of searches risks undermining the wider positive culture fostered by the school between adults and pupils.
- 12.20. It will likely be impractical to search a large group of pupils' bags at the same time whilst maintaining privacy of the individual. Searches should be carried out discreetly away from other pupils. Bag searches for example should not be undertaken routinely for example in class, as any personal possessions then become visible causing potential distress or embarrassment.
- 12.21. All searches for prohibited items, including incidents where no items were found, will be recorded in the school's safeguarding system.
- 12.22. Parents/carers will always be informed of any search for a prohibited item. A member of staff will tell the parents/carers as soon as is reasonably practicable. This should include what happened, what was found, if anything, what was confiscated, if anything, and what action the school has taken, including any sanctions issued.
- 12.23. Irrespective of whether any items are found as the result of any search, the school will consider whether the pupil may be affected emotionally or potentially suffer harm as a consequence of a search and hence whether pastoral support is needed to be put in place.

Strip searches

- 12.24 Staff in SRSCMAT schools are not authorised to carry out strip searches. Strip searches on school premises can only be carried out by the police in accordance with the [Police and Criminal Evidence Act 1984 \(PACE\) Code C](#). A decision to call the police to undertake a strip search should only be undertaken by the Headteacher following consultation with the Chief Executive or Director of Performance and Standards. Any decision must be on the basis that all other avenues of resolution have been exhausted and that such a search is necessary as the item in question may cause harm to others or the pupil themselves. Any such search must be undertaken on accordance with the Department for Education advice: [Searching, Screening and Confiscation \(publishing.service.gov.uk\)](#)

13. Off-site misbehaviour

- 13.1 Sanctions may be applied where a pupil has misbehaved off-site when representing the school or where it is clearly visible that the child attends the school (e.g. when wearing their school uniform). 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 their school uniform.



- In any other way identifiable as a pupil of the school.
- 13.2 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.
 - Amounts to bullying of a pupil outside of school (e.g. via social media).
 - Has a reputational impact on the school or Trust.
- 13.3 Sanctions for misbehaviour outside the school premises will only be issued when the pupil returns to the school site, unless the pupil is in the lawful control of a member of staff, such as on a school trip (so long as it doesn't generate additional safeguarding risks or escalation in misbehaviour, in which case the sanction should be issued on the return to the school premises).

14. Suspected criminal behaviour

- 14.1. If a pupil is suspected of criminal behaviour, then the matter will be reported to a member of the Senior Leadership Team on the basis that the matter be referred to the police. Any internal investigation will be undertaken in such a way as to preserve evidence to hand over to the police.
- 14.2. It will be for the police to take the action it deems necessary. The school can carry on with its own investigations and issue an appropriate sanction, as long as such an investigation doesn't interfere with the police investigation.
- 14.3. The Designated Safeguarding Lead should be notified and a risk assessment undertaken in regard to referring the matter to social care, as appropriate.
- 14.4. 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.

15. Malicious allegations

- 15.1. 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. Given the seriousness of the allegation, the presumption will be that a sanction **will** be issued in all but the most exceptional cases.
- 15.2. Where a pupil makes an allegation of sexual violence or sexual harassment against another pupil or 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. Given the seriousness of the allegation, the



presumption will be that a sanction will be issued in all but the most exceptional cases.

- 15.3. 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.
- 15.4. The school will also consider the pastoral needs of staff and pupils accused of misconduct.
- 15.5. Please refer to our Child Protection and Safeguarding Policy for more information on responding to allegations of abuse against staff or other pupils.

16. Malicious allegations

- 16.1 As part of their induction process, our staff are provided with regular training on managing behaviour, including training on:
 - The needs of the pupils at the school
 - How SEND and mental health needs can impact behaviour.

17. Monitoring

- 17.1. At a school level, behaviour incidents will be recorded on the school's Management Information and safeguarding systems. This will include data in regard to:
 - 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 including whether pupils and staff feel safe (drawn from anonymous surveys undertaken periodically).
- 17.2. The data should be reviewed routinely by the schools SLT and reported as part of the Headteacher's Report to the LGB.
- 17.3. At a Trust level, trends in data will be reported to the Curriculum and Standards Committee to ensure behaviour in schools is being managed effectively, promoting the Trust's Catholic values and ensuring an environment where pupils are able to learn and grow.



- 17.4. Analysis of trends will focus on whether any particular cohort of pupils, is disproportionately affected by this policy and what mitigations may be required to ensure the Trust's compliance with its duties under the Equality Act 2010. If any trends or disparities between groups of pupils are identified by this analysis, the school and Trust will review its policies to tackle them.



Appendix 1: Saint Joh Houghton CVA School Rules and Behaviour Principles and SRSCMAT Written Statement of Behaviour Principles

The school and Trust's behaviour principles have their foundations in the teachings of Jesus Christ and the Trust's core mission of growing in faith and serving with love. To that end every school is committed to a culture of celebrating behaviours that foster respect, kindness, community and achieving our full potential. Where behaviours fall below expectation a proportionate and empathetic graduated response will be implemented which encourages an individual to reflect on their actions and the impact those actions have had on others.

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As a school our school rules and approach to managing behaviour is based on the 5 C's

1. Calm – Staff always remain calm when managing the behaviour of students. We remain the adult and are not drawn into conflict by students. We recognise that 'an escalated adult cannot deescalate an escalated student.'
2. Consistent – Staff manage behaviour consistently. Adults are consistent in their work with students and students know 'what they are getting' from the adults they work with on a day-to-day basis. All adults must always apply the school Behaviour policy and strategies consistently. Adults should avoid sarcasm and any action, which belittles or humiliates students.
3. Clear - Adults are clear in their expectations of students. If going down the 'consequences route,' students are given an explanation for the consequence to their behaviour. Time is taken by the adult to do this well and students are always aware of where they are on this route.
4. Compassionate – Even when managing difficult or high-pressured situations, staff are expected to manage challenging behaviour compassionately, treating students with dignity and respect. While adults may need to act authoritatively, they must ensure that they remain professional and do not for example, shout at individual children. Adults must model the behaviours they expect of students.
5. Conciliatory – Adults must take the first steps in rebuilding relationships after they have broken down. Reconciliation is one of the core virtues of the school and following a serious incident, adults must be prepared to forgive and move on from situations. Sometimes this can take time, but it is at the heart of our work.

Rewards and Consequences



Rewards

Our reward system is focused on rewarding students for demonstrating our school virtues:

Compassion • Aspiration • Respect • Excellence • Determination • Faithfulness • Optimism • Reconciliation.

Students may be awarded a Virtue point for the following in lesson:

Effort in lesson

Progress or Attainment in lesson

Students may be awarded a Virtue point for the following out of lesson behaviours from all staff:

Helpful behaviour in school

Supporting Liturgy/AOW

Representing the school e.g. Sporting fixture or visit to primary school

Milestones

End of Advent Term – Bowling

End of Lent Term – Cinema visit

End of Pentecost Term – Visit to Theme Park Dependent of numbers it will be awarded to students with highest numbers of net Positive Points. Parents may be asked to make a financial contribution for students to attend reward milestones.

Certificates for different milestones

25 – Bronze (Tutor Award)

50 – Silver (Key Stage Leader Award)

100 – Gold (Head of Behaviour Award)

150 – Platinum (Headteacher Award)

These are given to students in class or at the end of student briefings by the relevant staff member. The top ten students in each Year are also put on notice board outside staff room. Weekly rewards are also given to students who have achieved the highest number of virtue points in the previous week. These are awarded during the weekly Student Key Stage Briefing.

Achievement Evening: Year 7,8,9

This will be held at the end of the Pentecost Term. Each subject area will award two students in each Year for achievement and progress in their areas.

There will also be awards for Catholic Life, Leadership in school, End of Key Stage Leader award for Year 9 and a Headteacher award



Consequences for behaviour that falls below expectation:

A number of consequences may be applied as a means of ensuring the highest standards are maintained at all times.

These consequences follow the school behaviour system: C1 to C5.

In lesson behaviour

One final warning with 'thinking time' which may take the form of a reset outside the classroom **MUST** be given **BEFORE** a C1 is issued for the following:

- Not completing minimum of work set
- Not being on task or lacking focus (including fidgeting, clicking pens, etc.)
- Talking over the teacher/peers OR talking to/overpeers
- Disrespecting staff (including not listening to or failing to follow instructions)
- Distracting others or disrupting the learning of others
- Moving around classroom without permission
- Drinking/eating in class (including chewing gum)

C1 – Student is removed from the lesson. Recorded on Arbor with notes in both home and school notes section.

C1 Full LTD Detention

Students will be placed in the next lunchtime detention that is available for a removal from lesson. In many cases (for example removal from a morning lesson), this will be on the same school day.

C1: Lunchtime detention for out of lesson behaviour 15 minutes in duration Every member of staff must record reason on Arbor in school notes **ONLY**. A lunchtime detention will be issued by the Year Leader. This will be issued for the following:

- Out of lesson poor behaviour
- Disrespecting ANY member of staff including lunchtime supervisors/TAs/admin/caretakers, etc.
- Minor bullying incident – bullying log opened at this stage.
- 5 signatures in diary on expectations page

There are other consequences if behaviour is deemed more serious:

C2 – After-school detentions

C3 – Internal Exclusions. Year Leaders or SLT are the only people able to issue these.



C4 - Internal Exclusions at another school. Year Leaders or SLT are the only people able to issue these

C5 – Suspension or Exclusion. Head Teacher is the only person able to issue this following collection of all relevant information about the event.

The following areas are deemed out of bounds for students in school. They are marked with red lines outside of the school buildings.

- Being in a toilet cubicle with another student
- The Stage
- Entering the school's Reflection Room without permission
- The upstairs corridor from the Emmaus Centre before school and during break times
- Behind the VK building
- The Eco Garden without a staff member
- Not following the one-way system in school
- The PE corridor at lunchtime
- The school field without permission

Direct Refusal Policy

- Where a student does not follow a teacher instruction, the following steps should be used:
- Stage One – Student refuses to follow the instructions of any member of staff – An After School Detention will be issued
- Stage Two - Student is passed to On Call/Senior Member of staff. If student follows instructions, they will be issued with an ASD. If they continue to refuse to follow instructions the student will spend a minimum of one day in Reflection
- Stage Three – Student is passed to most senior member of staff in school, usually the Headteacher. If student follows instructions, they will go to Reflection. If they continue to refuse to follow instructions, parents are called and warned of possible suspension. If after speaking to parents the student still refuses, they are issued with a one day suspension



Students may also be given a Lunchtime Detention for the following:

- Poor behaviour to and from school including on the school bus
- Poor behaviour during any Act of Worship
- Poor behaviour during lockdown practice or fire drill
- Violation of the school's ICT policy
- Social Media issues
- Peer-on-peer abuse
- Being in an out of bounds area in school including 2 students in a cubicle
- ANY behaviour outside of school premises which brings the school's name into disrepute
- Direct refusal to follow instructions at Stage 1
- Indirect swearing or rudeness to staff

C2: AFTERSCHOOL DETENTION Issued by SLT and EOKS leader only

- Poor behaviour to and from school including on the school bus
- Poor behaviour during any Act of Worship
- Poor behaviour during lockdown practice or fire drill
- Violation of ICT policy
- Social Media issues
- Peer on peer abuse
- Being in an out of bounds area in school including 2 students in a cubicle
- ANY behaviour outside of school premises which brings the school's name into disrepute
- Indirect swearing or rudeness to staff
- Fighting – both parties culpable
- Discriminatory language Racist/homophobic/Misogynistic
- Dangerous behaviour that may endanger the safety of others
- Swearing directly at a member of staff
- Refusal to attend LTD
- Lateness to lesson



C3: INTERNAL EXCLUSION - Issued by SLT and Key Stage Leaders only

Students may be placed in the school 'Reflection Room' for the following behaviours:

Repeated behaviour that is escalated from a C2 detention:

- Poor behaviour to and from school including on the school bus
- Poor behaviour during any Act of Worship
- Poor behaviour during lockdown practice or fire drill
- Violation of ICT policy
- Social Media issues
- Peer on peer abuse
- Being in an out of bounds area in school including 2 students in a cubicle
- ANY behaviour outside of school premises which brings the school's name into disrepute
- Direct refusal to follow instructions at Stage 2
- Indirect swearing or rudeness to staff
- Fighting – both parties culpable
- Discriminatory language Racist/homophobic/Misogynistic
- Dangerous behaviour that may endanger the safety of others
- Swearing directly at a member of staff
- Students may also be placed in Reflection where a number of behaviours require a consequence

C4: INTERNAL EXCLUSION at a local school - Issued by SLT and Year Leaders only

Repeated behaviour that is escalated from a C3 internal exclusion at SJH which include the following:

- Poor behaviour to and from school including on the school bus
- Poor behaviour during any Act of Worship
- Poor behaviour during lockdown practice or fire drill
- Violation of ICT policy
- Social Media issues
- Peer on peer abuse
- Being in an out of bounds area in school including 2 students in a cubicle
- ANY behaviour outside of school premises which brings the school's name into disrepute
- Indirect swearing or rudeness towards a member of staff
- Fighting – both parties culpable
- Discriminatory language Racist/homophobic/Misogynistic
- Dangerous behaviour that may endanger the safety of others
- Swearing directly at a member of staff



C5 – FIXED TERM SUSPENSIONS AND EXCLUSIONS

Issued by Headteacher only. Any suspension or exclusion is issued in line with the SRS Suspension and Exclusion Policy

Fixed term suspensions and exclusions may only be issued by the Headteacher once all documentation is considered.

Students may be given a Fixed-Term suspension or Permanent Exclusion for the following, depending on the severity of the incident:

- Repeated refusal to follow instructions at Stage 3
- Physical assault on another student
- Physical assault on a member of staff
- Carrying or possession of banned items e.g. vapes/cigarettes on and around school premises (including buses)
- Dangerous behaviour that may endanger the safety of others.

Repeated behaviour that is escalated from a C4 internal exclusion at another school:

- Poor behaviour to and from school including on the school bus
- Poor behaviour during any Act of Worship
- Poor behaviour during lockdown practice or a fire drill
- Violation of ICT policy
- Social Media issues
- Peer on peer abuse
- Being in an out of bounds area in school including 2 students in a cubicle
- ANY behaviour outside of school premises which brings the school's name into disrepute
- Indirect swearing or rudeness towards a member of staff
- Fighting – both parties culpable
- Discriminatory language Racist/homophobic/Misogynistic
- Dangerous behaviour
- Swearing directly at a member of staff

As a Trust the principles upon which this policy has been developed are that:

- Every pupil understands they have the right to feel safe, valued and respected, and to be able to learn free from the disruption of others.
- All pupils, staff and visitors are free from any form of discrimination.
- Staff and volunteers always set an excellent example to pupils, modelling the behaviours we all want to see in others.
- Rewards, sanctions. and reasonable force are used consistently by staff, in line with the behaviour policy.
- The behaviour policy is understood by pupils and staff.



- The Suspensions and Exclusions Policy explains that exclusions will only be used as a last resort, and outlines the processes involved in suspensions and exclusions.
- Pupils are helped to take responsibility for their actions in a restorative way.
- Families are involved in the handling of behaviour incidents to foster good relationships between the school and pupils' home life.
- The Trust Board and LGB affirm that violence or threatening behaviour will not be tolerated in any circumstances.