



# St Bartholomew's School

## Behaviour Policy Autumn 2025



### Contents

|  |           |
|--|-----------|
| <b>1. Relevant legislation, statutory requirements, and guidance</b> | <b>2</b>  |
| <b>2. Definitions</b>  | <b>2</b>  |
| <b>3. Aims</b>   | <b>3</b>  |
| <b>4. Staff training and development</b>                             | <b>3</b>  |
| a. Induction   | 3         |
| b. Annual training   | 4         |
| c. A culture of learning and support                                 | 4         |
| d. Targeted support  | 4         |
| <b>5. Roles and responsibilities</b>                                 | <b>5</b>  |
| a. Governors/Trustees  | 5         |
| b. Headteacher   | 5         |
| c. School leaders  | 5         |
| d. All members of staff  | 6         |
| e. Parents   | 6         |
| f. Pupils  | 6         |
| <b>6. Valued behaviour</b>   | <b>7</b>  |
| a. Behaviour Curriculum - Intent                                     | 7         |
| b. Behaviour Curriculum - Implementation                             | 8         |
| c. Behaviour Curriculum - Impacts                                    | 8         |
| <b>7. Detrimental behaviour</b>                                      | <b>9</b>  |
| a. Responding to detrimental behaviour                               | 10        |
| b. Analysing patterns of detrimental behaviour                       | 11        |
| c. Responding to dangerous behaviour                                 | 12        |
| <b>8. Links to other policies and documents</b>                      | <b>13</b> |
| Appendix 1: Behaviour principles summary                             | 14        |
| Appendix 2: Anti-bullying  | 15        |
| Appendix 3: Searching and confiscation                               | 16        |
| Appendix 4: Mobile phones  | 17        |

## 1. Relevant legislation, statutory requirements, and guidance.

The following documents are all relevant and may need to be signposted within your behaviour policy.

- [Behaviour in Schools: Advice for headteacher and school staff](#) (DfE, February 2024)
- [Suspension and permanent exclusion from maintained schools, academies and pupil referral units in England, including pupil movement](#) (DfE, August 2024)
- [Searching, Screening and Confiscation: Advice for schools](#) (DfE, July 2022)
- [Evaluating behaviour and attitudes; School inspection handbook](#) (Ofsted, September 2024)
- [Keeping Children Safe in Education 2025](#) (DfE, September 2025)
- [Special educational needs and disability code of practice: 0 to 25 years](#) (DfE, January 2015)
- [Equality Act 2010, Part 6: Education](#) (April 2010)
- [Education and Inspections Act 2006, Section 89](#) (November 2006)

## 2. Definitions

**Behaviour:** anything that individuals say and do.

**Valued behaviour:** anything that provides a positive experience, creates helpful feelings, and is in line with the school's values. A more detailed description of the valued behaviours linked to school values can be found in Section 6a.

**Detrimental behaviour:** anything that creates a negative experience, leads to unhelpful feelings, and is in opposition to the school's values. Examples of detrimental behaviour and how adults should respond at St Bartholomew's School Can Be Found In Section 7.

**Dangerous behaviour:** a form of detrimental behaviour which will imminently result in injury to self or others, damage to property, or behaviour that would be considered criminal if the person was the age of criminal responsibility, such as racist abuse.

**Being Therapeutic:** An approach to behaviour that prioritises the helpful feelings of everyone within the dynamic. A school's policy establishes the methodology by which valued behaviour replaces detrimental behaviour through planned and sustained positive experiences.

**Discrimination:** any behaviour that disadvantages or treats differently individuals and/or groups as a result of one or more protected characteristics.

**Protected characteristics:** as defined in the Equality Act (2010): age, disability, race (including colour, nationality, ethnic or national origin), religion or belief, sex, sexual orientation, gender reassignment, being married or in a civil partnership, being pregnant or on maternity leave.

**Bullying:** the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power. More detail on bullying and ST BARTHOLOMEW'S SCHOOL's responses can be found in Section 7d.

**Abuse:** a form of maltreatment of a person. Somebody may abuse or neglect a child by inflicting harm or by failing to act to prevent harm. Harm can include ill-treatment that is not physical as well as the impact of witnessing ill treatment of others.

**Special educational need (SEN):** a learning difficulty or disability that calls for provision different from or additional to that normally available to pupils of the same age.

**Protective consequences:** necessary measures to reduce the risk of harm. Protective consequences may limit freedoms. More detail about protective consequences at ST BARTHOLOMEW'S SCHOOL can be found in Section 7.

**Educational consequences:** the essential learning, rehearsing or teaching that is required to enable behaviour change. Educational consequences progress the pupil's understanding and engagement, should allow the gradual removal of adaptations, and return freedoms.

### 3. Aims

At St Bartholomew's School we recognise the links between behaviour, feelings, and experiences.

Our approach to behaviour management is aligned with the Therapeutic Thinking training. This policy outlines the purpose, nature and management of behaviour in our school in line with Therapeutic Thinking Ltd. Every school relies on its members behaving in certain ways to achieve its purpose. A school's central purpose is concerned with children's learning and their overall well-being.

Therefore, this policy, and its application, aims to:

- Create positive experiences for all pupils
- Protect the physical and emotional wellbeing of all members of the school community
- Maintain a safe, calm environment that enables all pupils to learn
- Analyse and interpret all behaviour as a form of communication
- Ensure all pupils are provided with what they need to develop valued behaviour
- Explicitly teach valued behaviours, so that pupils make progress
- Analyse and reduce suspensions and exclusions
- Eliminate prejudice, discrimination, bullying, and all forms of abuse

### 4. Staff training and development

At St Bartholomew's School we recognise every adult at the school has an important role to play in developing pupils' valued behaviour and reducing detrimental behaviour. We also recognise that every member of staff requires support and training to achieve this.

#### a. Induction

- i. *Permanent staff* will receive training about the school's approach to behaviour from a senior leader. This will focus on core principles, as well as the roles and responsibilities of key staff. This will take place wherever possible before the new colleague starts working directly with pupils, or as soon as possible thereafter.

- ii. *Peripatetic staff and external providers* routinely working with pupils on an ongoing basis will be asked to attend induction training in line with permanent colleagues (see above). Where this is not possible, these staff will be asked to read and accept a summary document (see [Appendix 1](#)), explaining the principles of the school's approach to behaviour and the responsibilities expected of all adults working at the school. Colleagues with questions or queries about the principles and responsibilities will have these answered by a senior leader before starting to work directly with pupils.
- iii. *Agency / supply / ad hoc staff* will be asked to read and accept a summary document (SEE [Appendix 1](#)) before starting to work with pupils. This document explains the principles of the school's approach to behaviour and the responsibilities expected of all adults working at the school. Colleagues with questions or queries about the principles and responsibilities will have these answered by a senior leader before starting to work directly with pupils.

### Annual training

The school will provide regular reminders and updates about the behaviour policy and its application for all staff. This will be led by a senior leader at least once annually.

### A culture of learning and support

At St Bartholomew's School we recognise that in order to teach valued behaviour and modify detrimental behaviour adults at the school need to be emotionally available to pupils. When an adult does not feel they are emotionally available to manage a situation with an individual / group they will ask for, and be provided with, support from colleagues. Where requests for support form a pattern, a senior leader will explore with the colleague what ongoing support and training they may find beneficial.

All adults working at the school are expected and supported to reflect on their practice. This is designed to identify how they can enhance ways of teaching valued behaviour and modifying detrimental behaviour. These reflections will take many forms and may include the following; personal / internal reflection, informal discussion with a skilled colleague, co-reflection following observation, professional learning conversation linked to appraisal, supervision.

### Targeted support

If a colleague is not regularly and routinely following the principles and approaches outlined in this policy, targeted support will be provided. This may take many different forms and is likely to include one or more of the following:

- Joint planning with a colleague
- Co-delivery with a colleague
- Observations and co-reflection with a colleague
- Supervision (a structured reflection) with a colleague or external provider such as Educational Psychologist
- Formal training
- Performance review

## 5. Roles and responsibilities

### a. Governors/Trustees

The governing body/trustees is/are responsible for:

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

### b. Headteacher

In addition to all elements of Section 5a and 5d, the Headteacher is responsible for:

- Reviewing and approving (with governors/trustees) this policy
- Ensuring that all staff understand the principles and approaches to pupils' behaviour described in this policy
- Ensuring that all stakeholders (staff, pupils, parents/carers, governors/trustees, wider community) are involved in reviewing and updating this policy
- Ensuring all staff have appropriate training and support to teach valued behaviour and reduce pupils' detrimental behaviour
- Reviewing data relating to pupils' behaviour to ensure no groups of pupils are disadvantaged by the policy and its implementation.

### c. School leaders

In addition to all elements of Section 5a (responsibilities of all members of staff), school leaders (including any colleague with leadership / management responsibilities) are responsible for the following:

- Supporting colleagues to reflect on and develop their practice, for example through informal conversations, observations with co-reflection, and performance review
- addressing and subsequently supporting colleagues where the implementation of this policy is found to be inaccurate and/or inconsistent
- Analysing patterns of pupils' behaviour, using this information to support St Bartholomew's School stated aims and the principles of this policy
- Providing updates, reminders, and training for colleagues about pupils' behaviour and this policy, as requested by the Headteacher
- Contributing to the induction of new staff (see Section 4a)
  - Creation and review of a behaviour curriculum
  - Ensuring staff have access to training or support to develop skills and understanding

#### d. All members of staff

All members of staff are responsible for:

- Teaching valued behaviour
- Modelling valued behaviour
- Analysing and interpreting pupils' behaviour as a form of communication
- Applying the principle that all behaviour is linked to feelings, which result from experiences
- Creating positive experiences for pupils
- Supporting pupils to reduce detrimental behaviour
- Maintaining their own physical and emotional welfare
- Supporting colleagues to maintain physical and emotional welfare
- Working in partnership with pupils' parents / carers
- Implementing this policy consistently.

#### e. Parents and carers

Parents and carers, where possible, should:

- Collaborating with the school around the support provided for their child
- Get to know the school's behaviour policy and reinforce it at home where appropriate
- Support their child in understanding and following the school's behaviour policy
- Inform the school of any changes in circumstances that may affect their child's behaviour
- Discuss any behavioural concerns promptly with [the relevant member of staff]
- Raise any concerns about the teaching of valued behaviour or reduction of detrimental behaviour with the school directly

- Engage in the life of the school and its culture
- Commit to working in partnership with the school to secure the best possible outcomes for their child.

The school will endeavour to build a positive relationship with parents and carers, and is committed to working in partnership to meet the needs of children. The school will inform parents / carers about their child's valued and detrimental behaviour.

#### f. Pupils

Pupils will be made aware of the following during their induction to the school:

- They will be taught about valued behaviour at St Bartholomew's School, and that by attending the school they understand these ambitions
- They will be recognised and celebrated for valued behaviour

- This policy remains relevant beyond school, for example on the way to and from school, on trips and visit, as well as in the community when they can be identified as a member of the school
- They will be asked regularly for their views about valued and detrimental behaviour to support the evaluation, improvement, and implementation of this policy
- Some pupils will need more teaching and support than others, in order to secure valued behaviour and reduce detrimental behaviour
- All adults are expected to implement this policy consistently
- How to raise concerns or ask for support.

## 6. Valued behaviour

Valued behaviour creates helpful feelings in self or others. It includes actions that are characterised by a concern for the rights, feelings and welfare of self or others.

### a. Behaviour Curriculum – Intent

At St Bartholomew's School our key Christian values are: courage, love and respect. Through a focus on these values, we aim to empower our students to become compassionate and confident individuals who are ready to positively impact the world around them. More detail can be found in the school's behaviour curriculum document.

#### *Courage*

We want children to develop a love of learning, optimism, and confidence. Pupils are supported and enabled to be courageous by:

- Attempting learning tasks and maintaining concentration on these.
- Striving to achieve their targets.
- Using topic specific vocabulary when talking about what they are learning.
- Recognising their own strengths.
- Trying to help themselves when they are stuck or facing a challenge.
- Accepting that making mistakes is a way to learn and improve.

#### *Love*

*St Bartholomew's School we create a safe and caring community where every child can flourish emotionally, socially, and academically.* Pupils are supported to love and feel love through:

- To nurture relationships staff model kindness, empathy, and forgiveness to build trusting and respectful relationships with every child.
- When conflicts arise, children are supported to repair relationships through understanding and compassion rather than punishment.
- Each child's emotional needs are met with patience and unconditional positive regard, ensuring they feel valued and loved.

## *Respect*

We want children to feel respected and to be respectful of others. Pupils are supported and enabled to be respectful by:

- Taking part in two-way conversations.
- Taking care of resources and equipment.
- Greeting adults and peers.
- Moving calmly around the school.
- Responding promptly to adults' instructions.
- Speaking calmly to all adults and peers.
- Giving thanks.

## *INCLUSION at St Bartholomew's School*

We want children to feel safe, comfortable, seen, and heard. Effective inclusion is when pupils are supported and enabled to:

- Attend school regularly and arrive on time.
- Share their experiences.
- Ask for help when they need it.
- Express how they are feeling.
- Use non-verbal communication effectively (e.g. nodding, open body language)

### **b. Behaviour Curriculum – Implementation**

#### *i. Recognising and celebrating valued behaviour*

Adults must take every opportunity available to recognise and celebrate valued behaviour. This should happen as soon as possible once the valued behaviour has been observed. At St Bartholomew's School we recognise that specific praise is the best recognition for pupils because it is immediate, genuine, and reinforces valued behaviour. Some pupils will benefit from additional recognition and celebration because of their needs. There are different ways in which adults can recognise and celebrate valued behaviour. In all cases the pupil's individual needs should be considered and may alter the approach taken. The strategies adults deploy at St Bartholomew's School are likely to include some of the following:

- Non-verbal recognition / affirmation such as smiling, nodding, thumbs up
- Specific verbal praise / recognition (e.g. telling the pupil what they have done and how it made you feel)
- Contact with home: phone calls, invitation to visit school, face to face feedback to parents / carers
- Celebration awards: shine award, house points, cups and trophies.

Some pupils, because of their emotional, mental health, or special educational needs will need greater recognition and celebration than others.

Some children may thrive when their valued behaviour is publicly identified, while others may find the experience negative, resulting in unhelpful feelings.

Private feedback can be a powerful motivator, boosting confidence and reinforcing valued behaviours.

## ii. School routines

Arriving and leaving school

Starting and finishing lessons

Securing the attention of groups of pupils

Movement around the school

Break and lunch times

Entering and taking part in collective worship (under invitation)

## c. Behaviour Curriculum - Impacts

The school will continuously analyse and review the progress pupils make in relation to valued behaviour.

The progress measures that pupils make as a result of the education they receive may include:

- reduced frequency and/or severity of detrimental behaviours
- increase in attendance
- greater engagement in learning activities
- deeper understanding of emotions and feelings
- increased co-regulation and self-regulation
- setting themselves goals
- having more confidence in their own abilities
- greater perseverance and more able to wait for what they want
- looking after their bodies, including healthy eating, and managing personal needs independently
- developing friendships
- co-operating
- resolving conflicts

The way we will analyse these measures are:

- Data recorded regarding severity and frequency of detrimental behaviours using the Cpoms
- Termly reviews of celebrations and recognitions. All staff should record phone calls, and recommendations for awards using their class book and Arbor / Cpoms.
- Regular discussion in staff meetings about the progress of groups and individuals seen in observation and using professional judgement.
- Collection of pupil voice through debrief, school council meetings, PSHE lessons, circle times etc

## 7. Detrimental behaviour

Detrimental behaviour is defined as anything that hurts or hinders an individual, the community or the environment. Detrimental behaviour contributes to negative experiences and leads to unhelpful feelings.

At St Bartholomew's School we recognise that all behaviour is a form of communication and it is the responsibility of adults to analyse and interpret what the behaviour is communicating. We also recognise that all behaviour is driven by thoughts and feelings, which are influenced by experiences. For some pupils, incidents and patterns of detrimental behaviour may indicate an unknown or unmet need which requires further consideration (see Section 7bi). For some pupils their known additional / special educational needs may influence their behaviour. For more information on pupils' special educational needs please refer to the school's SEND Information Report and SEND policy.

Adults should respond to detrimental behaviour with the aim of reducing it and identifying opportunities to teach pupils about valued behaviour. Adults' responses should be consistent, logical and happen as soon as possible after the detrimental behaviour. The responses will always consider the needs of the pupil(s) displaying detrimental behaviour and be adapted accordingly.

#### a. Responding to detrimental behaviour

- i. Some detrimental behaviours may not be unusual at St Bartholomew's School and as far as possible staff are expected, encouraged, and supported to respond to these themselves. Examples may include (but are not limited to): talking over instruction, not attempting work, interrupting, lack of care for equipment or the environment, not following instructions. Adults' responses to detrimental behaviours of this kind could include one or more of the following, listed broadly in sequential order:
  - Restating the expected valued behaviour – calmly making clear what the pupil should be doing.
  - Non-verbal intervention – moving closer to the pupil(s), using simple hand gestures, whilst continuing to teach, using other non-verbal communication techniques such as symbols and visuals etc.
  - Proximal praise – recognising and celebrating those pupils who are doing what has been asked; restating the specific valued behaviour is helpful.
  - Check-in – asking 'are you ok?' 'what do you need?' or 'how can I help?' during or immediately after a detrimental behaviour.
  - Refocus – gain the pupil's attention, use their name, then restate the specific valued behaviour that is expected at that moment.
  - Describe the behaviour – use the pupil's name then tell them simply and calmly what they are doing that is detrimental.
  - Positive phrasing – gain the pupil's attention, give a clear, unambiguous instruction, delivered with clarity. End with 'thank you'. *E.g. Adam, put the pen down on the table. Thank you.*
  - Limited choice – provides two options of equal value to give the pupil an element of control over what happens next, within the boundaries set by the adult. *E.g. Adam, shall we talk here or in the corridor?*
  - Disempower the behaviour – a planned response to detrimental behaviour to make the detrimental less successful and effective in the moment for the pupil. *E.g. Adam, you can listen from there.* The adult should then focus on catching the pupil getting it right.
  - Intervene – gain the pupil's attention, use their name, then deliver an intervention or protective or educational consequence designed to enable change behaviour by increasing the level of support / scaffolding / teaching. This may require the pupil to move seats temporarily

so that the teacher or other adult can deliver the intervention or consequence. This is likely to focus on the impact of detrimental behaviour as well as the significance and impact of the valued behaviour and its links to the school values. The intervention or consequence should only last as long as it takes for the pupil to make progress and demonstrate understanding.

- ii. Some detrimental behaviours may be less common and/or have increased severity. Examples may include (but are not limited to): increased frequency of detrimental behaviour (examples above in 7ai), dismissive/offensive language, significant or repeated disruption to others' learning, invading others' personal space, aggression, withdrawal, internal truancy.

Responses to these behaviours are likely to include to those outlined in 7ai. In addition, adults may need to:

- Intervene – gain the pupil's attention, use their name, then deliver an intervention or protective or educational consequence designed to enable behaviour change by increasing the level of support / scaffolding / teaching. This may require the pupil to move seats temporarily so that the teacher or other adult can deliver the intervention or consequence. This is likely to focus on the impact of detrimental behaviour as well as the significance and impact of the valued behaviour and its links to the school values. The intervention or consequence should only last as long as it takes for the pupil to make progress and demonstrate understanding.
- Apply consequences - any pupil displaying detrimental behaviour may be subject to protective consequences designed to mitigate harm. More information can be found below in Section and in appendix 5 7c. Educational consequences will always be implemented following incidents or patterns of detrimental behaviour. These must be designed to enable behaviour change by teaching pupils about valued and detrimental behaviour, based on the principle that all behaviour is a result of feelings, which are influenced by experiences. Educational consequences are best applied by those working directly with pupils. They may include one or more of the following:
  - reteaching valued behaviour during the lesson, undertaken where possible away from other pupils
  - scaffolding the valued behaviour, for example through a social story, visual reminders, or modelling
  - increasing adult input / supervision for a defined period of time – for example through drawing and talking or ELSA support
  - use of limited choice; (e.g. 'we are all sitting quietly now; will you sit quietly on your chair or mine?')
  - increasing / adapting praise and celebration of valued behaviour when it is displayed

### b. Analysing patterns of detrimental behaviour

All adults with leadership and management responsibility have a duty to collate, analyse, and act on data relating to detrimental behaviour. All adults may be asked to contribute information relevant to the analysis of behaviour.

- i. Individual pupils - where pupils frequently display detrimental behaviour, the class teacher will record these incidents and be supported by a senior leader to analyse patterns. Continued detrimental behaviour needs to be interpreted; it can often be a sign of an unknown or unmet need. The Early Prognosis tool will be used to undertake this analysis. It provides a structure for

staff to describe patterns of behaviour, consider what may be influencing the child (risk and protective factors), explore functions of behaviour (e.g. sensory, emotional, social, tangible), capture pupil and family voice, and plan adaptations.

- ii. Groups of pupils - the school's senior leaders are responsible for regularly monitoring detrimental behaviour across the school through observations, stakeholder voice, and scrutiny of data. A full analysis will be presented to the Headteacher at least once per term. This information will be used to inform practice and develop strategy. All information will be evaluated according to pupils' protected characteristics, including age, sex, race and ethnicity, and disability. Where groups of pupils are noted to be disadvantaged by the behaviour policy and its implementation senior leaders will need to take action to remedy this, and support all staff to secure more equitable outcomes in line with the school's aims and values.

### c. Responding to dangerous behaviour

Dangerous behaviour is defined any action(s) which will imminently result in serious harm (physical, emotional, mental, reputational) to self or others, damage to property, or behaviour that would be considered criminal if the person was the age of criminal responsibility.

Incidents and patterns of dangerous behaviour may well require protective consequences to be applied for the specific aim of mitigating risk. To enable adaptation of provision or approach to be planned and implemented one or more of the following may be used:

- separation from adults and/or peers,
- limiting access to named areas of the school,
- accessing different activities / equipment to peers,
- increased levels of adult support and supervision,
- temporarily reduced timetables,
- suspension, or exclusion (more detail can be found in the exclusions policy).

Parents will always be informed as soon as possible once the decision to apply protective consequences has been made. These decisions will be taken by the Headteacher, or staff authorised by the Headteacher (in which case the Headteacher will be informed on the same day the decision is taken). In all cases educational consequences will be applied with the aim of reducing future risk and enabling behaviour change.

Dangerous behaviour could be categorised in one of the following four areas, for which there are specific considerations in addition to those detailed in the previous paragraph.

- i. **Bullying.** Bullying is the repetitive, intentional harming (physical, emotional, mental, reputational) of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying is always unacceptable at St Bartholomew's School and the school will always take action to address it. A full description of the school's response can be found in [Appendix 2](#).
- ii. **Prohibited items.** These include: knives or weapons; any article a staff member reasonably suspects has been used or has been threatened to be used to commit an offence, or to cause personal injury to, or damage to the property of, any person; illegal drugs; other toxic or psychoactive substances; stolen items; fireworks or other explosives; pornography or sexual imagery; alcohol; tobacco; e-cigarettes and vapes. The Headteacher and staff they authorise have a statutory power to search a pupil or their possessions where they have reasonable grounds to

suspect that the pupil may have a prohibited item listed above. More detail about searching and confiscation can be found in [Appendix 3](#).

iii. **Prejudice and discrimination.** All actions that intentionally (or otherwise) disadvantage or treat differently individuals and/or groups as a result of one or more protected characteristics can be considered prejudice or discrimination. All prejudice and discrimination is unacceptable at St Bartholomew’s School and the school will always take action to address it where it exists. Any incident that could be defined as prejudice and/or discrimination will always be recorded by senior leaders using Cpoms, monitored by the Headteachers, and be fully reviewed regularly (at least termly) by the Headteachers. At St Bartholomew’s School we strive to eliminate all forms of prejudice and discrimination by educating pupils through: intent and design of the curriculum in every subject, PSHE curriculum, behaviour curriculum including assembly / form time provision, modelling anti-discriminatory behaviour. More detail can be found in the school’s equality, diversity, and inclusion action plan.

iv. **Child-on-child sexual violence and sexual harassment.** This can be defined as behaviour that is most likely to include (but may not be limited to):

- non-consensual sexual activity
- sexual harassment such as sexual comments, remarks, jokes and online sexual harassment
- sexting
- upskirting

These behaviours are never acceptable at St Bartholomew’s School and the school will always address them where they are known to exist. The school will also actively strive to prevent this abuse, as we recognise it may exist even when there are no reports. All staff must report any concerns immediately to the DSL. All staff must also recognise that downplaying certain behaviours, for example dismissing sexual harassment as “just banter”, “just having a laugh”, “part of growing up” or “boys being boys” can lead to a culture of unacceptable behaviours, an unsafe environment for children and in worst case scenarios a culture that normalises abuse leading to children accepting it as normal and not coming forward to report it. Further consideration of the school’s response to child-on-child abuse, in addition to those outlined in 7ci, 7cii, and 7ciii can be found in the Child Protection Policy.

## 8. Links to other policies and documents

- [Child Protection](#)
- [Curriculum, teaching and learning](#)
- [Behaviour Curriculum](#)
- [Equality, Diversity, and Inclusion](#)
- [Special Educational Needs](#)

## Appendix 1: Behaviour principles summary

All members of staff are responsible for:

- Creating positive experiences for pupils
- Teaching and modelling valued behaviour. Supporting pupils to reduce detrimental behaviour
- Working in partnership with pupils' parents / carers
- Applying the principle that all behaviour is linked to feelings, which result from experiences
- Maintaining their own physical and emotional welfare and supporting colleagues to maintain this.
- Analysing and interpreting pupils' behaviour as a form of communication
- Implementing this policy consistently.

Adults at the school need to be emotionally available to pupils. When an adult does not feel they are emotionally available to manage a situation with an individual / group they will ask for, and be provided with, support from colleagues. Adults should take every opportunity available to recognise and celebrate valued behaviour.

At St Bartholomew's School we recognise that all behaviour is a form of communication. We also recognise that all behaviour is driven by thoughts and feelings, which are influenced by experiences.

Adults' responses to pupils' behaviour, whether valued or detrimental, are likely to be more effective when they are:

- Genuine and meaningful
- Considerate of pupils' feelings
- Predictable and certain
- Logical or natural
- Timely and considered
- Leading to more valued behaviour (and, where relevant, reduced frequency and/or severity of detrimental behaviour)
- Building independence

The following should be recorded and shared with a senior leader as soon as practically possible, so that an effective response can be agreed without delay:

- All dangerous behaviours/actions which will imminently result in serious harm to self or others
  - Physical
  - Emotional
  - Mental
  - reputational
- Dangerous behaviour/actions that could lead to significant damage to property requiring external support
- Behaviour that could be considered criminal
- Suspected dangerous behaviour

## Appendix 2: Anti-bullying

Please see the Positive Relationships Policy for more information regarding:

- Preventing bullying
- Reporting bullying
- Recording bullying
- Responding to those subjected to bullying
- Responding to perpetrators of bullying

## Appendix 3: Searching and confiscation

- i. Only the headteacher, or a member of staff authorised by the headteacher, can carry out a search. The headteacher can authorise individual members of staff to search for specific items, or all items set out in the school's behaviour policy.
- ii. The headteacher should oversee the school's practice of searching to ensure that a culture of safe, proportionate and appropriate searching is maintained, which safeguards the welfare of all pupils and staff with support from the designated safeguarding lead (or deputy).
- iii. The designated safeguarding lead (or deputy) should be informed of any searching incidents where the member of staff had reasonable grounds to suspect a pupil was in possession of a prohibited item as listed in section 7cii. The staff member should also involve the designated safeguarding lead (or deputy) without delay if they believe that a search has revealed a safeguarding risk. If the designated safeguarding lead (or deputy) finds evidence that any child is at risk of harm, they should make a referral to children's social care services immediately.
- iv. Before any search takes place, the member of staff conducting the search should explain to the pupil why they are being searched, how and where the search is going to take place and give them the opportunity to ask any questions. The authorised member of staff should always seek the co-operation of the pupil before conducting a search. If the pupil is not willing to co-operate with the search, the member of staff should consider why this is. Reasons might include that they: are in possession of a prohibited item; do not understand the instruction; are unaware of what a search may involve; or have had a previous distressing experience of being searched.
- v. The search must 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. Wherever possible it should be conducted away from other pupils.
- vi. The law states the member of staff conducting the search must be of the same sex as the pupil being searched. There must be another member of staff present as a witness to the search.
- vii. A member of staff may search a pupil's outer clothing, pockets, possessions, desks or lockers. A pupil's possessions can only be searched in the presence of the pupil and another member of staff, except where there is a risk that serious harm will be caused to a person if the search is not conducted immediately and where it is not reasonably practicable to summon another member of staff.
- viii. Any search by a member of staff for a prohibited item listed in section 7cii and all searches conducted by police officers will be recorded in the school's safeguarding reporting system, including whether or not an item is found.
- ix. Parents will always be informed of any search for a prohibited item listed in section 7cii that has taken place, and the outcome of the search as soon as is practicable. A member of staff will inform the parents of what, if anything, has been confiscated and the resulting action the school has taken, including any protective and educational consequences applied.

## Appendix 4: Mobile phones

The guidance from the DfE regarding mobile phones can be found here: [Mobile phones in schools - February 2024](#)

No pupil mobile phones are allowed on the school premises by it, and they must be left at home or with parents. This policy provides a very simple boundary which is straightforward as any mobile phone found at school would be in breach of the policy.

| Level | Type of Behaviour   | Consequence and location of behaviour  |
|-------|---|--|
| 1     | <p>Answering back, calling out</p> <p>Distracting others, inappropriate noises</p> <p>Not taking turns (including waiting in line Class 1 and 2)</p>  | <p>Ask the child to do the right thing – describing what you want to see. Warn that a consequence will follow if the behaviour doesn't change.</p>   |
| 2     | <p><b>Repeated Level 1 behaviours and...</b></p> <p>Stopping others from working</p> <p>Mistreating other people's and school property</p> <p>Name calling</p> <p>Play fighting</p> <p>Any other behaviour not listed deemed level 2 by staff</p>   | <p>Consequences:</p> <p><b>In the classroom:</b></p> <p>Child is moved to the focus table in the classroom or the child sits next to an adult to complete the work set (Class 1 and 2)</p> <p>Child completes work to the expected standard for 5 up to 20 minutes.</p> <p>And/or</p> <p>Child completes the expected work for 5 to 10 minutes of their playtime</p> <p>Child helps repair damage to property or clears up mess made</p> <p><b>In the playground:</b></p> <p>If this behaviour is on the playground, the child will go to the school hall (adult will ensure safety) for up to 10 minutes in order to reflect on anti-social behaviour choices made.</p> |
| 3     | <p><b>Repeated Level 2 behaviours and...</b></p> <p>Fighting</p> <p>Spitting (general)</p> <p>Swearing- offensive language</p> <p>Throwing equipment which endangers others</p> <p>Taking property that does not belong to them</p> <p>Refusal to work in class</p> <p>Hurting others physically in games/ play</p> <p>Purposeful touch (annoying, pushing, kicking...)</p> <p>Any other behaviour not listed deemed level 3 by staff</p> | <p>Possible consequences:</p> <p><b>In the classroom:</b></p> <p>Child sits in a calm and quiet space outside or inside the Head Teacher's office to complete their work to the expected standard for that child.</p> <p>AND/OR</p> <p>Child completes any unfinished work in their next break time or it is sent home to complete.</p> <p>.</p> <p><b>In the playground:</b></p> <p>Should this behaviour occur on the playground, the child will complete the break time / lunch time in the school hall with supervision and there may be further restrictions on access to outside space</p> <p><b>The teacher will speak to the parent/carer</b></p>                |
| 4     | <p><b>Repeated Level 3 behaviour and serious incidents...</b></p> <p>Physical violence</p> <p>Harassment</p> <p>Bullying</p> <p>Spitting at people</p> <p>Racist Incident</p> <p>Inappropriate use of the internet or other mobile technologies</p> <p>Any other behaviour not listed deemed level 4 by staff</p>   | <p>If the incident happened in class the child is sent to the Head teacher for the rest of the session. The Head teacher will investigate what happened and will decide on the appropriate consequence after speaking to staff and the child. They will stay with the Headteacher for the rest of the session.</p> <p>If the incident happened at break time/ lunch time the child will be sent to the Head Teacher to complete that break time / lunch time. There will be further restrictions on access to outside space</p> <p><b>An incident report form is completed and the parent/carer will be contacted by the Head Teacher.</b></p>                           |

## Appendix 5

**Appendix 3** This table illustrates the link between behaviour and consequence. For children with Special Educational Needs, the consequence may be adjusted to meet the needs of the child. An appropriate consequence is one where it is obvious. For example you have spent the maths lesson chatting with friends, obviously you need to do the work in your own time.