



Behaviour, Character and Inclusion Policy

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1. Rationale

This policy exists to provide a framework for supporting our stated aim of “High Expectations, Opportunity and Challenge,”, to promote a climate which enables all students to flourish, regardless of ability or special educational needs, and supports our desired outcomes of developing "strong character".

1.1 General Principles

- We believe that achievement is affected by a student’s character. We also recognise that we have a joint responsibility with families to develop character.
- We want to enable every child to reach his/her full potential academically, socially, emotionally and physically.
- We aim to promote a positive approach in attitude and standards in order to create the best environment in which the students can achieve their full potential. Therefore, maintaining a positive and caring ethos throughout the community is fundamental to achieving this aim. Staff, families, visitors and students are expected to conduct themselves in line with our policy.
- We encourage, praise and reward good character.
- We share and display good work and character with families, staff and students through positive reward systems on a regular basis.
- We have clear expectations which are consistently applied by all staff.
- We aim to provide all students with opportunities to gain respect for themselves and others and to develop integrity, compassion and open-mindedness and an understanding for each other’s needs, feelings and rights and culture.
- The school’s expectations clearly focus on the positive behaviours that we want our students to display. These centre on three clear school rules that are easy for staff and students to understand.
 - **Be Prepared** - we expect all students to wear the correct school uniform; have the correct equipment; complete their homework and be on time to school and lessons.
 - **Show Good Character** - we expect all students to be polite to everyone, be that in school, in our local area and whilst travelling to and from school. ‘Being respectful’ encompasses the positive traits we expect from our students, for example respecting the school environment by not littering. We expect students to demonstrate self-respect.
 - **Be Safe** - we expect all students to behave in a way that keeps them safe and keeps others safe. We recognise that students have the right to feel safe.

1.2 Aims

- to realise the attitudes and character strengths we uphold, which in turn will lead to outstanding student outcomes and well-rounded individuals;
- to ensure our school policy and practice complies with legal and statutory requirements;
- to act as a framework for responsible actions to enable all students to be good ambassadors for the school at all times both in and outside of school;
- to support staff wellbeing by providing a clear, consistent, calm and systematic approach to dealing with standards and character development.

1.3 Links to other policies

This policy should be read in conjunction with:

- Teaching and Learning Policy
- Curriculum Policy
- Complaints Policy
- Communication Policy
- Uniform policy
- Anti-Bullying Policy
- Inclusion Policy (*pending - this is complete*)
- Equality Policy
- Safeguarding Policy (+KCSIE 2022)
- Anti-bullying Policy
- Sex and Relationship Education Policy
- Use of Reasonable Force guidance published by the DfE
- Searching, screening and confiscation (September 2022) guidance published by the DfE
- Suspension and Permanent Exclusion guidance – DfE – Sept 2022
- Behaviour in Schools Guidance – DfE – September 2022

All of these policies can be found here:

<https://www.wrothamschool.com/statutory-documents-policies/>

Leadership and Management

- Mr M. Cater – Headteacher – Oversight and monitoring of policy and implementation/
- Mrs L Abbott – Head of Inclusion
- Mr S. Boudreau – Head of Character
- Mrs E Healy – Head of Lower School
- Mrs L Elliott – Head of Upper School
- Mrs S Hann – SENCO/ LAC
- HOY – 7-13
- Pastoral Support Leaders – Yr7-11
- Progress/ Form Tutors – All years

The Responsibility of Parents

The role of parents is crucial in helping schools develop and maintain good behaviour and character. To support the school, parents should be encouraged to get to know the school's behaviour and character policy and, where possible, take part in the life of the school and its culture. Parents have an important role in supporting the school's character and behaviour policy and should be encouraged to reinforce the policy at home as appropriate. Where a parent has a concern about management of behaviour, they should raise this directly with the school while continuing to work in partnership with them.

The Responsibility of Pupils

All pupils deserve to learn in an environment that is calm, safe, and supportive, where they are treated with dignity. To achieve this, every pupil should be made aware of the school character and behaviour standards, expectations, pastoral support, and consequence processes. Pupils should be

taught that they have a duty to follow the school character and behaviour policy and uphold the school rules, and should contribute to the school culture. Pupils should be asked about their experience of character and behaviour and provide feedback on the school's character and behaviour culture. This can help support the evaluation, improvement and implementation of the character and behaviour policy. Every pupil should be supported to achieve the character and behaviour standards, including an induction process that familiarises them with the school character and behaviour culture.

Responsibility of Staff

Staff have an important role in developing a calm and safe environment for pupils and establishing clear boundaries of acceptable pupil behaviour. Staff should uphold the whole-school approach to behaviour by teaching and modelling expected behaviour and positive relationships so that pupils can see examples of good habits and are confident to ask for help when needed. Staff should also challenge pupils to meet the school expectations and maintain the boundaries of acceptable conduct.

Pupil Transition

Pupils are inducted on our behavior standards as part of their pre- start transition programme.

The Character Curriculum

Students and staff are supported in upholding the values and aims of this policy through the development and teaching of our school character curriculum, this can be found here:

<https://drive.google.com/file/d/19zFhElN9jINzibnOgV3-guFp01JMuotb/view>

Pupil Support

Our inclusion and MAC (Multiple Agency Centre) provision supports all students as needed and our SEND team is responsible for those with SEND that may impact behaviour – these teams work closely with the pastoral and character teams to deliver bespoke approaches to students as required.

Staff Induction/ Staff Training

All new staff are inducted to this behavior policy and related policies on commencement of employment. Staff are trained regularly throughout the year on policy changes and support in implementing this policy through our CPD programme. Training is also provided on an identified needs basis to address any specific or individual concerns with implementation as recognised by the school monitoring and evaluation process. This includes induction and regularly updated training, including input for outside agencies on up to date and research driven SEN and AEN strategies.

Behaviour Outside of the School Premises

It is a parent's responsibility to manage the behaviour of their child outside of school and to keep them safe.

The school will work with outside agencies, such as the police, community teams and social services to support any external intervention or investigation into pupil conduct outside of school.

The school will always act to keep the students safe and to manage their behavior in school.

With the exception of conduct outside the school premises, including online conduct, where Wrotham School might sanction pupils for misbehavior:

- when taking part in any school-organised or school-related activity;
- when travelling to or from school;
- when wearing school uniform;
- when in some other way identifiable as a pupil at the school;
- that could have repercussions for the orderly running of the school;
- that poses a threat to another pupil in school; or
- that could adversely affect the reputation of the school

Sometimes there are instances where these 2 responsibilities of parents and school cross and the school will always work with parents to ensure their child is safe, happy and engaged with education. It is important that this is a partnership. Where incidents unrelated to school, or outside of our reasonable remit to sanction or tackle, this limitation should be recognised and the appropriate agencies engaged.

For example, the school is not responsible for policing the actions of parents towards other parents outside of school or in the local community above our duty to safeguard young people. The school may offer support connecting parents to the appropriate agencies where they have non-school related concerns.

The school works closely with external agencies such as the police, child protection and social services and will always work to serve the professional agreement of what is in the best interests of the child. This does not negate or supersede the responsibility of a parent to report crimes or safeguarding concerns relating to their child.

During a police investigation, the school may be required to suspend its own internal investigations so not to jeopardise the legal process.

Mobile Phones

Mobile Phones are banned for use on school site between 08:30 and 3:00. Any observed or suspected use during this time will result in a student's phone being confiscated for the rest of the day. Repeat offences will result in phones automatically being surrendered at the start of each day.

Behaviour Online

The way in which pupils relate to one another online can have a significant impact on the culture at school. Negative interactions online can damage the school's culture and can lead to school feeling like an unsafe place. Behaviour issues online can be very difficult to manage given issues of anonymity and online incidents occur both on and off the school premises.

The same standards of behaviour are expected online as applied offline, everyone should be treated with kindness, respect and dignity.

Many online behaviour incidents amongst young people occur outside the school day and off the school premises. Parents are responsible for this behaviour. However, often incidents that occur online will affect the school culture. As a school we will consider sanctioning pupils when their behaviour online poses a threat or causes harm to another pupil and/or could have repercussions for the orderly running of the school, when the pupil is identifiable as a member of the school or if the behaviour could adversely affect the reputation of the school.

Sexual behaviour online including the sending of explicit images, sexual harassment is covered in our linked safeguarding policy in line with KCSIE guidance.

Social Media

The school will educate students on appropriate use of social media and give them the tools they need to stay safe online. This is delivered through our character curriculum, safety assemblies and briefings and through our life and society curriculum.

The school will regularly update parents on the risks to students' safety online and provide resources and information to help them support and keep their child safe online and when using social media.

The school will always act to safeguard children from harm online and enact our safeguarding policy where a child's safety is threatened.

Parent Responsibility and social media/ Online/ Messaging Apps

The school's view is clear that by allowing access to social media parents accept responsibility for this and for monitoring its use by their child and keeping their children safe outside of school hours. This includes monitoring and taking responsibility for preventing their child from being involved in dangerous or poor behaviour online, in messaging apps and on social media.

Whilst the school will support parents and ensure that poor online behaviour is challenged as appropriate in school, it does not support students/children being allowed access to social media.

The school does not recognise the value in social media spaces for use by young people and regularly sees firsthand the severe damage to confidence, wellbeing and safety that access to online communications can do. Social media use/misuse has a direct correlation to self-harm, bullying, risk taking behaviour, extreme views, and anxiety in young people. We cannot support its use for these reasons.

Whilst the school understands the pressures of online culture and social media usage on parents from children, it does not endorse or support its use by young people. Therefore, the school is explicitly clear in its view that if you allow your child unmonitored access to social media or messaging apps then you risk exposing them to bullying, intimidation, the influence of unmonitored behaviours, extreme views, sexualised acts or behaviours and safeguarding risks. The school will happily support any parent who is concerned about social media use and continues to support and educate children on its safe use.

Parents must be aware that the school does not have remit or resources to manage or police online behavior outside of school. Parents must be active in managing their children's social media use.

If your child experiences crime online, including harassment, sexual harassment, fraud or hate crimes then this should be reported to the police and the school so that we can work together to investigate and resolve in your child's best interests.

Cyberbullying/ Bullying

Please see our Anti Bullying policy.

The aim of the school will always be to challenge and stop bullying from occurring.

The school will support students being bullied outside of school/ online and uphold our values and ethos of this policy when approaching this. We do expect our students to uphold good character and behaviour towards their peers and community both in and outside of school.

Where bullying, threats, or behaviour online, in person or both, take place outside of school, the school will work with the students within this policy's definitions to ensure that this threat does not cause risk in school. The school may apply this policy and appropriate sanctions when it feels that there is sufficient evidence to suggest that this online behaviour/ bullying outside of school when this impacts on the school's culture or poses threat or harm to a young person regarding potential in school repercussions for the orderly running of the school or its reputation.

Where a child protection concern is identified, or a crime has been committed, the school will enact its safeguarding policy regarding keeping the child safe. The school will work with outside agencies such as children's services and the police to keep the child safe and support any criminal investigation.

It is not the sole responsibility of the school to manage a child's safety online. Parents have a responsibility to monitor usage and keep their children safe outside of school and online. We will always work in partnership with parents to educate and inform but cannot do this as effectively if clear boundaries are not in place at home.

Pupil Support Unit/ Removal from Classrooms

Removal is where a pupil, for serious disciplinary reasons, is required to spend a limited time out of the classroom on the instruction of a member of staff. This is to be differentiated from circumstances in which a pupil is asked to step outside of the classroom briefly for a conversation with a staff member and asked to return following this. The use of removal should allow for continuation of the pupil's education in a supervised setting. The continuous education provided may differ to the mainstream curriculum but should still be meaningful for the pupil

Removal from the classroom via our on- call system should be considered a serious sanction. It should only be used when necessary and once other behavioural strategies in the classroom have been attempted, unless the behaviour is so extreme as to warrant immediate removal.

Removal via our on – call system should be used for the following reasons: a) to maintain the safety of all pupils and to restore stability following an unreasonably high level of disruption; b) to enable disruptive pupils to be taken to a place where education can be continued in a managed environment; and c) to allow the pupil to regain calm in a safe space.

A student with SEND or AEN will be suitably supported in these situations via our SENCO and Inclusion team and this response adjusted as appropriate to their needs where it is appropriate to the context or reasons for removal. Removal should be distinguished from the use of separation spaces (sometimes known as sensory or nurture rooms) for non-disciplinary reasons. For instance, where a pupil is taken out of the classroom to regulate his or her emotions because of identified sensory overload as part of a planned response

A pupil support unit is a planned intervention occurring in small groups and in place of mainstream lessons. The purpose of this unit can be two-fold: a) as a planned intervention for behavioral or pastoral reasons b) as a final preventative measure to support pupils at risk of exclusion.

At Wrotham School we will use a pastoral support unit, this is called our **INCLUSION ROOM**, when required to promote good character and behavior and to provide intervention and reflection to improve character and behavior to avoid further sanctions such as suspension and exclusion.

This intervention will include discussions with parents, restorative work, curriculum-based continuity work, character and inclusion-based development work, mentoring and support.

The aim of this support is to reintegrate students back into lessons as soon as possible having addressed and corrected the character and behaviour that led to the issue arising.

Decisions on students being referred to this intervention will be made by the character and behaviour team at the school and will be discussed with parents to work together to achieve a positive outcome in the short and long term.

Following this support, character and behaviour will be monitored as part of our inclusion policy and provision. On Call and Inclusion Room data is kept and monitored centrally by the school and the pastoral team.

Serious Incidents – Child on Child/ Peer on Peer/ Sexual Violence

The school recognizes and actions such incidents as high priority and serious. Please see detailed guidance as part of our linked safeguarding policy for details on the school's response to these incidents.

Rewards System

It is vitally important that an atmosphere of positive reinforcement, motivation and achievement is fostered at Wrotham School. The most obvious way to encourage this is through praise by the teachers, which may take the form of a smile, a tick in a book or a special mention of a specific student's achievement in a year group assembly. This system provides all with the opportunity to recognise and celebrate character development at Wrotham School.

Wrotham believes in rewarding effort, engagement and achievement and has a clear rewards system that encourages students' positive character development. Rewards increase the motivation of all students, encouraging their self-esteem, aspirations, and enjoyment of learning. The practice of giving rewards assists the school in maintaining and increasing the quality of teaching and learning. The giving of rewards encourages all students to achieve. Thus, they will receive credit for achievement throughout Wrotham in all contexts.

There are several ways of reinforcing positive character development within our school community, as set out below.

- A recognition of positive character and standards through online rewarding of students through SIMS database.
- Student performance is recognised in Progress time, and Year Group assemblies.
- Teachers are encouraged to bring good work and achievement to the attention of other staff.
- Teachers will congratulate students and place their name on the board as recognition of demonstrating one of our fundamental character strengths.
- Teachers contact parents/carers for positive character demonstrated in class and around the school.
- Written praise in feedback given for students' work.
- Nominated for character awards in end of term awards assemblies.
- Nominated for an award for the year end Character Awards Evening.
- Reward trips/events.
- Recognition of completing 'Up for the Challenge' termly tasks.
- Gift cards/vouchers.
- Certificates issued in an Achievement Assembly for academic achievement and positive attitudes to learning.

2. Sanctions or Consequences

This section is aimed at supporting individual students to demonstrate positive attitudes to learning and to ensure other students do not have their rights infringed upon. Any examples of poor standards will be judged in context and appropriate consequences will then be shared with the student (and family if appropriate).

At Wrotham School we adhere to the five 'Pillars' of managing standards and character. These five pillars include;

- Consistent, calm adult behaviour – we as a staff will be consistent in our interactions with students and, remain calm and in control of our own behaviours;
- First attention to best conduct – that is actively seeking opportunities to appropriately praise and recognise good character and standards to build a positive environment;
- Relentless routines – that is ensuring that we apply the practice outlined within this policy appropriately and relentlessly and our classroom routines are simple, clear and consistent;
- Scripting difficult interventions – that is having a script for dealing with difficult situations to ensure a consistent and less emotionally charged response;
- Restorative/reframing conversations – taking personal responsibility for following up incidents (using support if required) and looking to positively move on from them.

Consequences used at Wrotham School

At Wrotham School, we understand the negative impact that poor character has on the experience of others. We take all forms of poor standards and lack of character, very seriously and ensure all students and parents that incidents will be dealt with consistently and effectively to prevent disruption to learning. The list below is a general guide to consequences. This does not cover every situation nor individual circumstances that may be considered when applying consequences but does provide a clear framework for parents, staff and students of what to expect in response to poor behaviour choices. Staff should take account any contributing factors that are identified after a behaviour incident has occurred: for example, if the pupil has suffered bereavement, experienced abuse or neglect, has mental health needs, has been subject to bullying has needs including SEND (including any not previously identified), has been subject to criminal exploitation or is experiencing significant challenges at home. Behaviour that does not meet our expectations for character may have the following consequences:

- Restorative conversation
- Compulsory attendance at academic workshop
- Confiscation of mobile phone/prohibited uniform
- Parking in an alternative class
- Removal from class- On – Call/
- Removal from peer group during social times
- Negative points on SIMS
- Phone call home
- School based community service, such as litter picking
- Suspension or Permanent Exclusion for serious incidents.
- Direction off site (formerly managed move/ monitored transfer).

In some instances, alternative arrangements for sanctions will be considered on a case-by-case basis for any pupil where the school believes an alternative arrangement would be more effective for that pupil, based on their knowledge of that pupils' personal circumstances. All behaviour will be addressed with a restorative conversation between the student and the teacher using the 'Repair and Rebuild' framework outlined below.

3. Repair and Rebuild

At Wrotham School we do not believe that a punitive sanction system of detentions has any positive impact on student behaviour or builds towards a positive culture of behaviour. Teachers should feel empowered to use the tools they have at their disposal to lead behaviour in their classroom, and

when student's expectations fall below what is expected, deal with this in a way that helps students make better choices in the future.

3.1 De-escalation Strategies/ Teacher Toolbox

Loss of Social time: When poor behaviour is seen at breaks, lunches, or before and after school the member of staff can choose to take away break or lunch time.

Removals: There are times when the behaviour of a student falls significantly below the expectations and it is necessary to remove them from the classroom to allow learning for others to proceed.

Teachers have a range of strategies at their disposal to de-escalate and prevent negative behaviour within the classroom. Some of these are outlined in Appendix 2.

3.2 Restorative Conversations – these are compulsory

The member of staff will arrange a time for the student to come back and see them. This may be before school, break or lunch or after school. The focus of this meeting is a positive conversation between the student and member of staff and the aim of this is about the student taking responsibility and moving forward positively. This applies to all members of staff, and we envision that all members of staff will be empowered to address behaviour in this way. See Appendix 1 for additional guidance. Restorative conversations must be logged on SIMS to ensure that data collection can occur, and impact can be reviewed.

4.3 Academic Workshops

This might happen when a student has not produced enough work in the lesson, or it is below expected standards. The member of staff will arrange for the student to come back, before school, at break or lunch, or after school to catch up or complete. These sessions must be purposeful and have an academic focus. This is **not** a detention. Attendance to academic workshops must be logged on SIMS. All teaching and support staff can set academic workshops in line with this policy.

4. Serious Incidents

Parental meetings and behaviour improvement strategies will be put into place. Each case will be judged on individual circumstances and following a rigorous investigation (see section 5.1). It will be based on a balance of probability, following all national guidelines for suspensions in schools. Serious incidents include, but are not limited to:

- Physical aggression
- Sexual harassment
- Racism
- Homophobia/transphobia
- Use of illicit substances
- Smoking
- Bullying
- Cyberbullying (in a school related context) also see safeguarding policy.
- Bringing the school into disrepute
- Prohibited Items are any article that the member of staff reasonably suspects has been or is likely to be used: to commit an offence, or to cause personal injury to, or damage to property of; any person (including the pupil). These items include:

- knives and weapons;
- alcohol;
- illegal drugs;
- stolen items;
- tobacco and cigarette papers;
- fireworks;
- possession of or distribution of pornographic images

Such incidents will receive the following consequences:

- Internal inclusion
- Fixed term period at Aylesford partner school
- Fixed term Suspension/ exclusion
- Managed move/ Direction off- site.
- Where applicable, incidents may be reported to the police or other external agencies.
- Bespoke supportive strategies following initial consequence e.g. alternative timetable, input from external agencies etc.

Exclusion/ suspension data is reviewed at Local and Trust governing body meetings each term.

Where a pupil has a disability or special educational need reasonable adjustments will be made to accommodate and support this in balance with the consequences and incident.

4.1 Incident Investigation Procedures

When establishing the facts in relation to a bullying allegation, potential suspension or permanent exclusion decision the headteacher must apply the civil standard of proof, i.e., 'on the balance of probabilities' it is more likely than not that a fact is true, rather than the criminal standard of 'beyond reasonable doubt.' This means that the headteacher should accept that something happened if it is more likely that it happened than that it did not happen.

We aim to investigate serious incidents (both alleged and actual) thoroughly and promptly.

A statement will be collected from the main victim(s) and or perpetrator(s) supported by a member of staff. If the student has already gone home, then they should e-mail a statement to the relevant member of SLT. Statements need to be read back to the student it has been written by to ensure accuracy and this is signed and dated by both the student and the member of staff collecting the statement.

The student should normally physically write the statement themselves and in their own words but if this is not possible for any reason, for example SEND or high levels of distress. The member of staff supporting will not ask leading questions but may support in ensuring the student has recorded everything relevant to the incident including locations, times, witnesses and important details. Statements should only contain information that is known and should not contain opinions or speculation.

The witnesses to the incident, identified in the initial fact finding and statements will then be promptly removed from lessons and asked to also give detailed statements. In cases where a member of staff witnesses a serious incident, statements from students should still be collected.

The professional statements of staff will be given appropriate weight in a balance of probabilities particularly where the school is confident of their high professional standards and conduct. In some cases, where student statements are not provided or are not clear, professional adult witness statements will be given priority. This will never be used to the detriment of a child but, on occasion, is important to ensure a qualified and factual account is given.

Mobile phones are to be confiscated during key investigations to ensure that students do not communicate with each other or collude to disrupt an investigation.

In incidences of sexting, sharing of explicit photographs or where cyberbullying has occurred, mobile phones are not to be returned to the students but stored in the safe. If the incident is serious enough, the police may want these. See safeguarding policy and KCSIE policies and documents for more information on the schools management of sexual/ peer on peer and other harm and abuse.

If the incident has involved violence, it is imperative that the aggressor(s) and victim are kept apart.

If the incident is of a sexual nature, two members of staff are required to investigate as early in the process as that is possible following disclosure.

Once statements have been collected, parents/guardians of both victims and aggressors must be contacted and informed of the investigation. The school is not required to inform parents prior to investigation or to request them to be present during investigation or when statements are being taken although in some cases the school may judge it is appropriate to do so. Parents do not have a right to be present at this stage.

If a parent encourages or advises/ forces their child not to cooperate with this procedure and the school is unable to obtain a statement then this child's views and accounts may not be able to be considered in any decision.

Statements are then reviewed and a decision made against all evidence collected based on the probability of the incident having occurred and professional judgement. Based on this, a decision about a suitable consequence will be made. This may include, but is not limited to, a period of internal inclusion, a suspension from school, or in the most serious cases a permanent exclusion.

Other evidence that may be used includes:

- CCTV footage.
- Staff accounts
- Student Witness accounts
- Accounts from members of the public
- Mobile phone messages and e- communications
- Videos, images or screenshots provided by others or posted on social media.
- Anything the investigation lead feels may be appropriate.

For the process applied in cases of bullying please see out Anti Bullying Policy which can be found here:

<https://www.wrothamschool.com/wp-content/uploads/2021/07/ANTI-BULLYING-POLICY-DRAFT-2023-1.pdf>

PERMANENT EXCLUSION AND SUSPENSION

The government supports headteachers in using suspension and permanent exclusion as a sanction when warranted as part of creating a calm, safe, and supportive environment in which pupils can learn and thrive. To achieve this, suspension and permanent exclusion are sometimes a necessary part of a functioning system, where it is accepted that not all pupil behaviour can be amended or remedied by pastoral processes, or consequences within the school.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1101498/Suspension_and_Permanent_Exclusion_from_maintained_schools_academies_and_pupil_referral_units_in_England_including_pupil_movement.pdf

Duties under the Education and Inspections Act 2006

Under the Education and Inspections Act 2006, headteachers of maintained schools and pupil referral units must determine measures to be taken with a view to:

- promoting, among pupils, self-discipline, and proper regard for authority,
- encouraging good behaviour and respect for others on the part of pupils and, in particular, preventing all forms of bullying among pupils,
- securing that the standard of behaviour of pupils is acceptable,
- securing that pupils complete any tasks reasonably assigned to them in connection with their education, and
- otherwise regulating the conduct of pupils. Permanent exclusions can be used to help achieve these aims when they are absolutely necessary, as a last resort.

Fixed Term Exclusion/ Suspension

The Head Teacher may, in certain circumstances, suspend or exclude a student for a fixed period. This sanction is reserved for serious incidents or repetitive behaviour which harms others or the education of others as per this policy. This decision will be based on evidence and application of a balance of probability.

Permanent Exclusion

The Head Teacher may, in certain circumstances, permanently exclude a student. A meeting of the Governors' Discipline Committee must be convened to ratify this decision. Once permanently excluded, the local authority (LA) has a responsibility to offer educational support or to assist the parents in finding an alternative school. The parents also have a right of appeal to the governing body, trust board and if not resolved an independent tribunal. A tribunal's decision is then considered by the schools local governing body (LGB) and Trust Board where they will make a decision to accept any recommendations and actions.

Once an investigation has been undertaken (see above), the headteacher or acting headteacher will make a decision to suspend or permanently exclude, or not, if this is deemed an appropriate consequence by the school.

In the case of a suspension, the school will judge an appropriate number of days of suspension commensurate to the incident. The more serious the incident the higher the number of days.

When considering the length of a suspension the Headteacher/ Acting Headteacher will consider the following:

- The seriousness or harm caused by the incident.
- The impact on others at the school
- Any previous suspensions
- Parity with other identical or highly similar incidents that have led to suspension.
- The students level of remorse/ views, context and individual circumstances.
- SEND and safeguarding considerations that **may or may not** impact the decision.

At this stage the school will seek the views and feelings of the student being suspended/ permanently excluded to ensure their views are heard, considered and noted.

Parental views are not generally considered when judging the application of or length of suspension.

If a child is permanently excluded from school, that child will cease attending the school with immediate effect until such point as the school is directed via a LGB/ TB or IRP review.

The headteacher or acting headteacher choose to cancel a permanent exclusion that has not yet been reviewed by the governing board.

This decision **must** be communicated with parents/guardians immediately. Then, headteacher or acting headteacher must email **Karen Lee** (*suspensions coordinator*) who will follow up the phone call/ meeting in person with a letter home and will update SIMS accordingly. The school will then inform any social worker or early help worker known to be working with the child or a VSH for LAC's.

Once the student has completed their period in the inclusion room or FTE/ Suspension, both parent and student must attend a reintegration meeting and additional supportive strategies may be put in place. Whilst we will always try our best to ensure this is at a mutually convenient time, this should always take place during school/ office hours (08:00- 17:00) and will be initially be at a time set by the school.

When a child who has a social worker or is "looked after" the relevant information and notification of PX/ SUSPENSION will be passed on and the school will work closely with external agencies.

The local authority will be notified of Suspension/ PX without reasonable delay.

A reintegration meeting and bespoke inclusion programme will be put in place for any child that is excluded as part of our inclusion support package, led by the exclusion team with the sole aim of avoiding further exclusion or Suspension.

Where the school feels that a student's suspension should be followed by an additional period of time in our inclusion space, to have reflection, support and to allow for restorative conversation this will take place directly after the period of suspension.

The Inclusion room is used to provide an alternative to suspension and aims to provide a space which allows students to focus on school work whilst reflecting on any poor behavior that may have led to this sanction. Where poor behavior or lack of compliance continues in the Inclusion room then it is likely this will be sanctioned with offsite suspension.

Repeated behavior that leads to use of our inclusion room may also lead to suspension or further sanction if improvements are not seen.

Once the student has completed their period of IE or FTE/ Suspension, they must attend a reintegration meeting and additional supportive strategies may be put in place.

When a child who has a social worker or is “looked after” the relevant information and notification of PX/ FTE/ SUSPENSION will be passed on and the school will work closely with external agencies.

The local authority will be notified of FTE/ Suspension/ PX without reasonable delay.

A reintegration meeting and inclusion programme will be put in place for any child that is excluded as part of our inclusion support package, led by the exclusion team with the sole aim of avoiding further exclusion/ FTE/ Suspension.

4.2 Use of Reasonable Force

4.2.1 What is Reasonable Force?

- The term ‘reasonable force’ covers the broad range of actions used by most teachers at some point in their career that involve a degree of physical contact with students.
- Force is usually used either to control or restrain. This can range from guiding a student to safety by the arm through to more extreme circumstances such as breaking up a fight or where a student needs to be restrained to prevent violence or injury.
- ‘Reasonable in the circumstances’ means using no more force than needed.
- Schools generally use force to control students and to restrain them.
 - *Control* means either passive physical contact, such as standing between students or blocking a student’s path, or active physical contact such as leading a student by the arm out of the classroom.
 - *Restraint* means to hold back physically or to bring a student under control. It is typically used in more extreme circumstances, for example when two students are fighting and refuse to separate without physical intervention.
- School staff should always try to avoid acting in a way that might cause injury, but in extreme cases it may not always be possible to avoid injury.

4.2.2 Who can use reasonable force?

- All members of school staff have a legal power to use reasonable force
- This power applies to any member of staff at the school. It can also apply to people whom the headteacher has temporarily put in charge of students such as unpaid volunteers or parents accompanying students on a school organised visit.

4.2.3 When can reasonable force be used?

- To prevent students from hurting themselves or others, from damaging property, or from causing disorder

- The decision on whether or not to physically intervene is down to the professional judgement of the staff member concerned and should always depend on the individual circumstances.
- The following list is not exhaustive but provides some examples of situations where reasonable force can and cannot be used:
 - remove disruptive children from the classroom where they have refused to follow an instruction to do so;
 - prevent a student behaving in a way that disrupts a school event or a school trip or visit;
 - prevent a student leaving the classroom where allowing the student to leave would risk their safety or lead to behaviour that disrupts the behaviour of others;
 - prevent a student from attacking a member of staff or another student, or to stop a fight in the playground; and
 - restrain a student at risk of harming themselves through physical outbursts.
- **Reasonable force cannot be used as a sanction – it is always unlawful to use force as punishment.**

5.2.4 Telling parents when force has been used on their child

Record the incident on SIMs and speak to the SLT Line Manager for your department. They will support you in communicating the incident to parents. In deciding what is a serious incident, teachers should use their professional judgement and consider the:

- student's behaviour and level of risk presented at the time of the incident;
- degree of force used;
- effect on the student or member of staff; and
- the child's age.

5.2.5 What about other physical contact with students?

It is not illegal to touch a student. There are occasions when physical contact, other than reasonable force, with a student is proper and necessary. Examples of where touching a student might be proper or necessary:

- When comforting a distressed student;
- When a student is being congratulated or praised;
- To demonstrate how to use a musical instrument;
- To demonstrate exercises or techniques during PE lessons or sports coaching; and
- To give first aid.

5.2.6 Power to search students without consent

Separate guidance is available on the power to search without consent – see 'links to other policies' (Updated September 2022)

5. Welfare/ Inclusion

If a student's poor behaviour does not improve, we will look to find alternative options to avoid further suspension or permanent exclusion. These may include direction to our Inclusion room at Wrotham School or another local school for example a similar space based at Aylesford (partner school).

If this is not successful/appropriate, we will look for support from In Year Fair Access and consider the Pupil Referral Unit, Direction off site – formerly known as 'Manage Move', Monitored Transfer and/or Alternative Curriculum options.

Direction Off Site – Formerly a Managed Move/ Monitored Transfer

Direction off- site (formerly managed moves) are decided at IYFAP meetings. These are designed to offer a student who is at significant risk of suspension or permanent exclusion, the opportunity to start afresh at a new school. Initially the student will be on an six-week trial period at the new school. If this is successful, they will move there permanently. Parents must consent to this. For a direction off site to go ahead, all internal strategies to support the student must be exhausted.

The school reserves the right to direct off-site to schools within our trust "Aylesford School" without parental consent as appropriate.

- A managed move (trial) is now called direction off site
- A monitored transfer is now called direction off site– risk of PEX
- It becomes a permanent managed move when the direction off site is successful.

Behaviour Improvement Provision

It is the belief of the school that our students at Wrotham School are polite, respectful young people with a desire to do their best and achieve their goals. It is the case, that for some students, they will need support to ensure they can display the best behaviour for learning that they can. Therefore, our provision to achieve this is set out below:

- **Universal:** Modelling of positive character and standards from all staff members, mentor group sessions, peer relationships and restorative approaches. At a curriculum level, it is evident through well-planned lessons, differentiation (including appropriate challenge), preferential seating and the classroom environment. All staff are trained in de-escalation techniques and safeguarding.
- **Targeted:** Where the student requires a more targeted approach, the following provisions may be necessary:
 - Identification on a 'Vulnerable Student' Register shared with all staff
 - Placed on the SEND Register at SEN Support
 - Mentoring – 'Assertive Mentoring' programme
 - Positive Interaction Programme – supporting students in making the right choices
 - Behaviour Improvement Programme – to support students making the right behaviour for learning choices
 - Confidence Development Programme – providing strategies for students to be confident

- Professional Guidance Meeting for staff – giving staff strategies to support the learning of students with challenging behaviours
- **Personalised:** Where the student requires a more personalised and long-term approach, the following provision may be necessary:
 - School Nursing – school nurse referral to support specific health needs
 - In-house counselling
 - Academic support e.g. TA support, access to reading/maths interventions
 - NLP – Neuro Linguistic Programme to support students’ social, emotional and mental health needs
 - Bereavement Counselling – referral to a specialist bereavement counselling service
 - Early Help Support – Looking at external agencies to support the student and family
 - The Bridge Provision (based at Aylesford)– an internal specialist pupil referral unit to support students with challenging behaviours
 - Cedars Provision – an external specialist pupil referral unit programme to support students with challenging behaviour
 - Social Service referral – raise concern with social services to see what other support is available for the family
 - Direction off site – 6-week trial to another school.
 - Direction off site – risk of PEX – 6-week trial to another school. The student will not return to Wrotham School
 - Alternative Curriculum – a student will complete their education at the school’s alternative curriculum provision, or at an off-site provision including (where appropriate) vocational based learning.
 - The school does not and will not off roll students illegally.
 - Alternative qualifications

INCLUSION ROOM

The Inclusion room (IE) is used to provide an alternative to suspension and aims to provide a space which allows students to focus on school work whilst reflecting on any poor behavior that may have led to this sanction. Where poor behavior or lack of compliance continues in the Inclusion room then it is likely this will be sanctioned with offsite suspension.

This space is also used to ensure students have access to support from the SEND team, student’s mentors, teachers and pastoral teams. There is appropriate time given to reflection, restorative work and prevention of further inclusion/ suspension.

Parents will be informed if their child is placed in our Inclusion Room. The decision to place a child in our inclusion room cannot be appealed.

As students remain on- site and are given the appropriate work to complete from each lesson this does not count as a suspension/ exclusion and therefore the same reporting standards do not apply.

However, as good practice we will endeavor to do the following:

- Track students and monitor their progress.

- Record this intervention as appropriate.
- Keep records of those who have been directed to this space.
- Inform parents and discuss pathways forward.
- Make adjustments for students with SEND.

This space may be used as an alternative to suspension when there are specific SEND needs or a safeguarding risk from the child being suspended and at home.

The School will always try to use the inclusion room instead of suspension except when:

- A serious incident has taken place.
- There is a risk to staff/ other students.
- It has been used before and has not been effective
- A student has misbehaved in the inclusion room.

Repeated behavior that leads to use of our inclusion room may also lead to suspension or further sanction if improvements are not seen.

7 Monitoring, Review and Evaluation

The assistant headteachers for character and inclusion will evaluate the impact of this policy by collecting and analysing termly data by year group on:

- number and range of rewards for character strengths each term
- sanctions including fixed-term/ suspension and permanent exclusions – number of, and analysis of
- number of restorative conversations/academic workshops and analysis of incidents
- instances of bullying and action taken.
- Prior to any review of the policy, feedback will be sought from the student voice, students, staff and parents on the effectiveness of the policy.
- Findings from the review process will be shared with staff and Governors.
- The Governing Body will review the effectiveness of this policy at least once a year.
- The policy will be reviewed every year by the Trust.

8 Appendices

8.1 Appendix 1 – Restorative Conversations:

To be used by adults and students to support situations where disruption to the lesson has occurred. This is designed as a collection of questions and not every question will be necessary. Additionally, these questions are a guide to ensure that restorative conversations are calm, purposeful and offer students the opportunity to be heard.

Quick Questions

1. What happened? – followed by:
2. What were you thinking about when you did that?
3. How did your actions affect.....?

4. How do you think.....felt about what you did?
5. How do you feel about what you did?
6. How do you feel about what you did and the affect it had it had on me?

In-Depth Questions

1. Pre-Chat Questions and Statements

- We all need some time to think about what just happened.
- We need to speak about this when we have had some time to think about how this happened.
- Take some time and we will talk about this.
- This needs to be sorted out I can see you are not ready right now – we need to talk about this later.

2. Enquiry Questions – Explain how, describe

- What happened? / What else happened?
- What happened just before this?
- Where were you when this happened?

3. Intended Outcome Questions

- What did you want to happen?
- What were you trying to achieve?
- What were you thinking when this happened?
- What were you trying to tell X?

4. Emotional Intent Questions

- What were you thinking/feeling when this happened?
- What was going through your mind when...?
- What were you thinking at that point?

5. Emotional Reflection Questions

- What do you think/feel about this now?
- What is in your mind now?
- Now that you have had time to think and calm down how does that change things?

6. Resolution Questions

- How can we put this right?
- What can you do so X feels happy this will not happen again?
- What needs to happen to put this right?
- What can you do so X feels happy that this will not happen again?
- What did you want X to do?
- What would you need to go on the contract?

7. Future Behaviour Questions

- What could you do differently next time?
- How will we know that it is working?
- What would that look like to me?

- What needs to happen to ensure that this works?
- What difference will it make to you if this works/doesn't work?
- How will I know it's happening? What will it look like to me?

Tips for a positive restorative conversation:

- 1) Don't sit behind a desk or on it during the conversation
- 2) However irritated you are / were with the behaviour that provoked the meeting, try to focus on the outcome you want
- 3) Reserve enough time for the meeting – 'I've only got 5 minutes...' is not good enough. Set aside 15 minutes – it might not take this long, but this means rushing is avoided.
- 4) Resist the urge to take a lot of notes. This is not conducive to thinking and speaking freely.
- 5) Consider having a glass of water ready for the student.
- 6) Leave the door to the room open while you have the meeting.
- 7) Be careful not to use judgmental language. This will taint the conversation and encourage a purely defensive reaction from the student
- 8) Resist any interruptions with 'This is a really important meeting – can I see you later?'
- 9) Don't nit-pick uniform, tie, coat, hat and so on at the beginning of the meeting. It will set you off in the wrong direction.
- 10) End the meeting well. Plan how you are going to conclude things. Take care not to open up other business at the close.

8.2 Appendix 2 – Teacher Toolbox Strategies:

Before the Lesson		
Consider the appropriateness of the seating plan	Ensure Driving Questions and or learning objectives are clear and focussed	Ensure that tasks are suitably challenging for all students
Ensure that the types of activities are suitable for the group	Meet and greet students at the door	How will you make rewards visible?
Have clear expectations/routines for start and end of lessons	What are your signals for silence to the students? – non-verbal reminders as well	Ensure opportunities are planned in the lesson to achieve character strengths

During the Lesson		
Rule reminder (Be Ready, Be Respectful, Be Safe)	Drive by dialogue	Model positives
Change of topic/task – the pace of the lesson	Reassurance	Humour
Remind of rules/expectation, walk away to avoid confrontation	Distraction	Verbal Support
Use of praise	Move to another classroom – department parking	Seat move
Time out	Scripted intervention	Responsibility reminder

After the Lesson		
Subject Report	Parental phone call home	Parental email
Restorative conversation meeting	Workshops	Meeting with progress tutor and or HOY
Meeting with HOD	Parental meeting	Progress leader report

De-escalation Strategies:

We want to keep children in the classroom, and engage them with successful learning. To do this, the following might be useful:

- Try to avoid very public sanctions - a private conversation is better
- Allow take up time for instructions to be followed e.g. 'Coat off thanks Salma' then turn the attention to other things "lovely start, Leon" to take the heat off.
- Always follow up - if you have asked for something to happen (e.g. the coat to be removed) follow through. Persistent, clear and kind.
- Thank students for making good choices.
- Use non-verbal and quiet behaviour management - e.g. waiting for silence, speaking quieter and slower to bring calm, using facial expressions to engage with students, and standing in different parts of the room.
- Help students not to be backed into a corner; give options that still get to what you need - e.g. if you want a student to not touch something that is distracting them: 'you could leave it on that desk in the corner, or put it on my desk for the lesson - whichever you are more comfortable with.'

9 Additional Resources

https://www.restorativeresources.org/uploads/5/6/1/4/56143033/handbook_5-4-15_.pdf