



# Attachment Aware Behaviour and Relationships Policy



## Wellington Primary School and Nursery

### Our behaviour principles are:

- Every pupil understands that they have the right to feel safe, respected and understood
- Every pupil has the right to learn in an environment which is free from disruption of others and discrimination of any kind
- Staff and volunteers set an excellent example to pupils at all times
- This behaviour policy is understood by staff, pupils and parents/carers
- Pupils are taught about how to take responsibility for their actions
- Rewards, consequences and reasonable force are used in line with this policy and consistently by staff
- Parents/carers are clearly communicated with regarding behaviour incidents to foster a positive partnership between school and home
- Suspension and exclusions are only used as a last resort

|                            |              |
|----------------------------|--------------|
| <b>Approved by:</b>        | <b>Date:</b> |
| <b>Last reviewed on:</b>   |              |
| <b>Next review due by:</b> |              |

Our school is committed to the emotional mental health and well-being of its staff, pupils and parents/carers. We work towards this in all aspects of school life, and to provide an ethos, environment and curriculum that supports the social, emotional and mental health of the whole school community.

Wellington Primary School's Behaviour and Relationships policy is based on strong relationships within a positive school culture and climate that fosters connection, inclusion, respect and value for all members of the school community. Parental engagement and involvement are crucial.

The Department for Education guidance for headteachers and school staff of maintained schools, which outlines the statutory duty of schools in relation to developing a behaviour policy, is largely based on a behaviourist approach. 'Schools should have rules with consequences for breaking them'. (DfE, Behaviour and discipline in schools: Advice for headteachers and school's staff, last updated January 2022)

### **Purpose of Wellington Primary School's Behaviour and Relationships Policy**

A Relational Behaviour Policy is in place to promote a move away from traditional behaviour management approaches, which place a strong emphasis on rewards and sanctions linked to behaviour, towards a more relational and universal approach, which is inclusive for all, and can benefit the whole school community. Wellington Primary School incorporates Attachment Aware principles and ensures that a Relational Behaviour Policy translates into whole school practice while retaining systems which the school knows act in the positive interests of its pupils. It acknowledges the responsibility held by the Headteacher for looking after the well-being of all members of the school community.

### **Key premises of our approach:**

- Being 'fair' is not about everyone getting the same (equality) but about everyone getting what they need (equity).
- Behaviour is a form of communication. The change in terminology in the 2014 Code of Practice of Special Educational Needs (SEN) -which replaces the Behaviour and Social Difficulties (BESD) with Social, Emotional, and Mental Health (SEMH) difficulties –helps to promote a shift towards viewing behaviour as a communication of an emotional need (whether conscious or unconscious), and responding accordingly.
- Taking a non-judgmental, curious and empathic attitude towards behaviour.
- Maintaining clear boundaries and expectations around behaviour. Changing how we respond to behaviour does not mean having no expectations, routines or structure, but rather creating an educational environment that helps children feel safe, their educational environment needs to be high in both nurture and structure. Children need predictable routines, expectations and responses to behaviour. These must be in place and modelled appropriately, within the context of a safe and caring school environment.

Not all behaviours are a matter of 'choice' and not all factors linked to the behaviour of children are within their control. Therefore, the language of choice (e.g. 'good choice/bad

choice') is not always helpful. Making a 'positive choice' usually requires being in a calm or 'thoughtful' frame of mind to do so. 'Bad choices' (i.e. often meaning 'inappropriate behaviours') are usually the result of feeling very emotionally dysregulated – i.e. a signal of 'flipping your lid'. With support to self-regulate, children (and adults) can be helped to behave in more socially acceptable/appropriate ways and to make better 'choices'.

- Behaviour must always be viewed systemically and within the context of important relationships (i.e. a relational communication pattern rather than an internal problem).
- Positive relationships come from a school ethos that promotes and values strong relationships between staff, children and their parents/carers. This type of positive school culture fosters connection, inclusion, respect and value for all members of the school community. We all need to feel safe and cared for. In school, pupils need to have a sense that they belong and are valued. Relationships are key to achieving well-being and academic progress for all pupils and encouraging parental engagement and involvement is absolutely crucial when addressing and planning support for children. "The parent-child connection is the most powerful mental health intervention known to mankind" (Bessel van der Kolk). It is everyone's responsibility. Research suggests that when schools place a strong emphasis upon the emotional health and well-being of all members of the school community, and this ethos is driven by the school's senior leadership team and is evident in practice, this leads to better outcomes for all in terms of staff retention, pupil attendance and attainment, positive home-school relationships (Banerjee, R., Weare, K., & Farr, W. (2014).

Wellington Primary School is an Attachment Aware School, using Emotional Coaching. Emotion Coaching can contribute to the promotion of sustainable, holistic improvement in wellbeing for pupils, school staff, and families' (Gus et al 2017). Furthermore, it can lead to better outcomes (including academically) due to improved emotional well-being, awareness and literacy of pupils, staff and parents/carers.



## Policy Aims

Our behaviour and relationships policy aims to:

- To create an environment that actively encourages and reinforces good behaviour which helps children develop a sense of worth, identity and achievement
- To build a school community where kindness, care, good temper and empathy for others is modelled and valued; to define acceptable standards of behaviour and to ensure that excellent behaviour is the expectation for all
- To outline our system of rewards and consequences and to encourage consistency of response to both positive and negative behaviour
- To ensure that the school's expectations and strategies are widely known and understood
- To summarise the roles and responsibilities of different people in the school community with regards to behaviour management
- To encourage the involvement of both home and school in the implementation of this policy.
- To maintain a caring, orderly community in which effective learning can take place and where there is mutual respect between members of our school community and everyone is treated fairly
- To define what we consider to be unacceptable behaviour, including bullying and discrimination
- To ensure the safety of all pupils by ensuring that incidents of bullying; child on child abuse such as sexual violence; sexual harassment and inappropriate sexual behaviour, are investigated and dealt with as quickly and thoroughly as possible.
- To help all children to become self-disciplined, able to accept responsibility for their own actions and make positive choices
- To develop in all children the ability to listen to others; cooperate and to appreciate other ways of thinking and behaving

As an Attachment Aware School, we are committed to following a trauma-informed approach which will protect our school community members – staff, children and parents – alike. There is a growing body of research on the impact childhood adversity has on long-term mental and physical health. To ensure every child develops positive mental health and resilience, our aim is to:

- support children to make sense of their experience(s)
- find ways to manage their emotions and feelings
- create an environment of safety, connection and compassion at all times
- build a school/Trust network of strong, positive, supportive relationships through training
- ensure children maintain the capacity to learn, despite difficult events that may occur

We do not operate a 'zero tolerance' or 'one size fits all' approach to distressed behaviour. We have high expectations of behaviour for all, however rigorous support is offered to those having difficulty meeting those expectations.

## **Staff Responsibilities**

### **The Governing board of trustees is responsible for:**

- Reviewing this behaviour policy in conjunction with the headteacher
- Monitoring the policy's effectiveness
- Holding the headteacher to account for its implementation

### **The headteacher is responsible for:**

- Reviewing this policy in conjunction with the CEO and governing board
- Ensuring that the school environment encourages positive behaviour
- Ensuring that staff deal effectively with poor behaviour
- Monitoring that the policy is implemented by staff consistently with all groups of pupils
- Ensuring that all staff understand the behavioural expectations and the importance of maintaining them
- Providing new staff with a clear induction into the school's behavioural culture to ensure they understand its rules and routines, and how best to support all pupils to participate fully
- Offering appropriate training in behaviour management, and the impact of special educational needs and disabilities (SEND) and mental health needs on behaviour, to any staff who require it, so they can fulfil their duties set out in this policy
- Ensuring this policy works alongside the safeguarding policy to offer pupils both consequences and support when necessary
- Ensuring that the data from the behaviour log is reviewed regularly to make sure that no groups of pupils are being disproportionately impacted by this policy

### **Staff are responsible for:**

- Creating a calm and safe environment for pupils
- Establishing and maintaining clear boundaries of acceptable pupil behaviour
- Implementing the behaviour policy consistently
- Communicating the school's expectations, routines, values and standards through teaching behaviour and in every interaction with pupils
- Modelling expected behaviour and positive relationships
- Providing a personalised approach to the specific behavioural needs of particular pupils. Teachers will write behaviour plans (in partnership with appropriate colleagues) for those pupils who are struggling to manage meet the expectations of the school. Behaviour plans will be regularly reviewed with pupils and parents/carers.
- Considering the impact of their own behaviour on the school culture and how they can uphold school rules and expectations
- Wherever possible, criticism/reprimands should be a private matter between teacher and child to avoid resentment/embarrassment/feelings of poor self-worth.
- Recording behaviour incidents promptly on MyConcern
- Challenging pupils to meet the school's expectations
- The Headteacher and/or Head of School will support staff in responding to behaviour incidents.

Teachers will develop a positive relationship with pupils using a range of strategies which may include:

- Greeting pupils in the morning/at the start of lessons
- Establishing clear routines
- Communicating expectations of behaviour in ways other than verbally
- Highlighting and promoting good behaviour
- Concluding the day positively and starting the next day afresh
- Having a plan for dealing with low-level disruption
- Using positive reinforcement such as class dojos; celebration assembly awards, bespoke behaviour rewards to meet the needs of specific pupils

## **Parental Partnership**

We give high priority to clear communication within the school and to a positive partnership with parents/carers since these are crucial in promoting and maintaining high standards of behaviour.

A positive partnership with parents is vital in building trust and developing a common approach to behaviour expectations and strategies for dealing with problems.

Parental/carers participation in many aspects of school life is encouraged. This participation assists the development of positive relationships in which parents and carers are more likely to be responsive if the school requires their support in dealing with difficult issues of unacceptable behaviour.

Staff welcome early contact if parents/carers have a concern about their child's behaviour or fear that they are being upset by others. If parents/carers and school work together we believe that the discipline and behaviour of pupils will be maintained and respected by all.

Parents/carers can help in the following ways:

- By ensuring that pupils arrive punctually for the start of the school day.
- By ensuring that pupils have appropriate dress for school and PE so as to take a full part in all school activities.
- By supporting the school in our policy that all pupils are expected to behave in a responsible manner, both towards themselves and others, showing consideration, courtesy and respect for other people at all times.
- By ensuring that pupils show a proper regard for other people's property, buildings and the environment.
- By ensuring regular attendance at school and avoiding unnecessary pupil absence.
- Inform the school of any changes in circumstances that may affect their child's behaviour
- Discuss any behavioural concerns with the class teacher, or Head of School promptly.
- Raise any concerns about the management of behaviour with the school directly, while continuing to work in partnership with the school
- Take part in the life of the school and its culture. The school will endeavour to build a positive relationship with parents and carers by keeping them informed about developments in their child's behaviour and the school's policy, and working in collaboration with them to tackle behavioural issues.

## **How we help pupils manage behaviour**

- A member of SMT and/or a pastoral team member will meet with children who are receiving repeated reflections to try and understand what their behaviour may be communicating and implement appropriate support. This will help to inform the behaviour plan.
- A referral to external agencies such as CAMHS (Child and Adolescents Mental Health Services), CDC (Child Development Centre) or the Behaviour Support Team will be considered as necessary with parents/carers permission wherever possible.
- Strategies will be reviewed and careful monitoring of events will take place to establish causes, patterns etc. Strategies will be discussed with all who work with the child, the parents/carers and the child themselves where age and stage of development is appropriate. This will include setting up an Individual Behaviour Plan for that pupil when deemed necessary. Our pastoral team are also able to discuss our Early Help offer to further support parents/carers.
- At all times parents/carers are kept informed and encouraged to be active partners in the strategies to meet the child's needs.
- In extreme cases where behaviour is not improving in response to the above strategies, a member of SMT may set up a Pastoral Support Plan with a view to preventing the child from being excluded. This plan may involve the Local Authority inclusion officer, parents/carers, pupil, teachers, pastoral staff, teaching assistants and any external professionals involved with the child.
- Our PSHE curriculum covers areas such as 'Caring for Others', 'Anti -bullying week', 'How to be a good friend', 'Who to go to if you need help'. There is a plan for the year with themes for each lesson which will include specific issues relevant to our school and community including: Racism; Homophobia; Gender based language; Tolerance and respect; Disability awareness.
- Whole School events: Specific focus weeks are used to bring certain aspect a higher profile; these include: Anti Bullying Week; weekly celebration assembly awards for display care and friendship.
- The pupil voice is also very strong through weekly meetings where our values are promoted and pupils create events and activities to continually promote our aims of community and kindness alongside our Golden Rules.
- High focus is placed on teachers developing positive relationships with children.
- Clear and consistent routines in classrooms, around the school and in the wider community.
- High expectations from staff about conduct in class and around the school.
- Clear pathways when behaviour causes a concern and positive reinforcement for good behaviour and our school's golden rules.

At Wellington Primary School we aim to educate children on the desired behaviours we expect of them. We encourage pupils to be self-aware, reflective and pro-active individuals who display positive attitudes towards themselves and others. All staff adopt a coaching method and encourage reflective and restorative conversations. Using the model below as a guide, pupils are encouraged to think about their personal responsibilities.



## Our Golden Rules

In our school we have adopted six golden rules:

*We are gentle*  
*We are kind and helpful*  
*We listen*  
*We are honest*  
*We work hard*  
*We look after property*

Through discussion, the children are taught about what these rules mean in terms of behaviour and what types of behaviours come under each heading. At Wellington Primary School, behaviour posters are created by the pupils collaboratively and displayed around the school building so that everyone has ownership and awareness of these.

## Rewards

Our children's chances of success and happiness in life depend considerably upon their ability to make responsible choices. To assist in fostering maturity in our pupils, we have developed a 'whole-school' approach to discipline in which all teachers treat pupils in a consistent manner. In this way pupils will know precisely where they stand.

Our aim is to ensure the consistent application of a behaviour policy that is child-centred and rooted by positive praise. We therefore place great emphasis on the use of rewards to reinforce high standards of behaviour. We believe that rewards play a motivational role, enabling pupils at Wellington Primary to recognise that positive behaviour is both valued and recognised. The most common reward is praise, informal and formal, public and private, to individuals and groups. It is earned by the maintenance of good standards as well as by particularly noteworthy achievements.

There are regular opportunities throughout the day to praise as well as weekly celebration assembly which offers the opportunity for public recognition of behaviour as well as effort or hard work.

At Wellington Primary School, some of the positive consequences for the good choices and good behaviour that children show are:

- Our EY pupils enjoy gaining 'smileys' that they count against a tens frame. Once complete, the children are able to trade these in for a prize from the prize bag. The smileys can be given as positive recognition of all areas of development.
- Children in Years R-6 are given Dojos by their teachers and lunchtime staff to commend a positive attitude to their work and behaviour. Children who receive 100 Dojos are awarded with prizes in Friday celebration assemblies. Once 100 Dojos have been accumulated, pupils' Dojo scores are re-set to zero. There is no limit on the amount of times pupils can be awarded Dojo prizes over the course of the year.
- Each week, the attendance percentage for every class is displayed on the attendance board in the hall. The class with the highest percentage is given a certificate for their classroom as well as our Wellington Primary School mascot (Welly the bull).
- Half termly attendance certificates are awarded for individual pupils with 100% attendance.
- Each Friday, weekly attendance figures for every class are announced during Celebration Assembly. Classes achieving 97% attendance or above are rewarded with the opportunity to roll the dice and move their marker around the school's Attend-opoly board. As they progress around the board, classes have the chance to win a variety of prizes, including extra playtime, ice lollies, and hot chocolate. Any class that passes 'Go!' during the academic year is rewarded with a class party in recognition of their excellent attendance.
- Headteacher stickers, certificates and prizes are given in assemblies or at other times for outstanding work, exemplary behaviour and positive contributions to the life of the school (these include Star of the Week awards and 'Well Done' certificates that reflect our school values).
- Each class at Wellington Primary School work collaboratively towards earning marbles for their class jar. Once the class jar is full, whole-class rewards for exceptional behaviour are rewarded. Rewards are decided with the children, but could include a class party or film afternoon.

- Each term, four pupils are recognised for consistently demonstrating outstanding behaviour and exemplifying the school's values. These pupils are invited to choose a reward from the Fantastic Four cabinet and receive a letter of congratulations from the Headteacher.

However, we acknowledge that praise and rewards do not impact on all pupils equally. Some of our pupils do not respond positively to praise and so rewards are tailored to suit the differing needs of each pupil.

## **Consequences**

Although rewards are central to the encouragement of good behaviour, naturally there is a need for consequences to register disapproval of unacceptable behaviour and to protect the security and stability of the school community.

At Wellington Primary School we do not believe in punishment, but it is important to understand that children may require additional time to catch up on work or require additional intervention to reflect on inappropriate reactions displayed when aiming to manage or communicate their feelings.

We always avoid speech which could lead to shaming or humiliation of the child. This includes shouting or using phrases which could impact on a child's feeling of self-worth such as: 'All of the other children are able to behave' or 'Why can't you be good like the other children'. We understand that such approaches are detrimental to the child's self-esteem and wellbeing and can escalate situations and incidents.

We adhere to use the term 'consequence' over the word 'sanction', which we believe encourages our pupils to think more carefully over their choices and actions. When giving consequences, all staff members work in a consistent, fair and proportionate manner. De-escalation techniques are utilised to prevent further behavioural issues from arising. At Wellington Primary School strategies include pre-arranged scripts and emotion coaching, of which all of our staff are trained.

When discussing behaviours, we make reference to health and safety and the impact the situation may have on all involved and in the vicinity. This includes when children are on school trips or identifiable by their uniform as part of our school community. For example: to and from school in term time. The school can also issue behaviour consequences to pupils for online misbehaviour when:

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

Our school may use one or more of the following consequences to address misbehaviours:

- Verbal reprimands and reminders of the behavioural expectations
- Missing of breaktimes or lunchtimes ('Refection time' whereby restorative conversations take place). *NB. Any children missing playtimes or lunchtimes will eat their snack/lunch in the classroom.*

- Referring a pupil to the Head of School or Headteacher
- Phone calls home
- Removal of the pupil from the classroom
- Fixed term suspensions
- Permanent exclusion, in the most serious and severe of cases

The use of consequences should be characterised by certain features:

- It must be clear why the consequence is being applied.
- Consequences must be appropriate and proportionate to the incident.
- Consequences should be imposed as close to the incident as possible.
- Loss of curriculum-linked activities are avoided – e.g. swimming, computing lessons, school trips – unless approved by the Headteacher.
- A child who has been selected to play for a school team (e.g. football) may have this privilege removed as they are not behaving as a positive role model for other children.
- It must be made clear what changes in behaviour are required to avoid future punishment.
- Group consequences should be avoided as they breed resentment.
- Children who are receiving repeated reflections should be given the opportunity to discuss their behaviour choices with an appropriate member of staff such as the SENCo or a member of the pastoral team. Class teachers will write behaviour plans for the pupils who have been identified as struggling to meet the school's behaviour expectations.

## **Physical intervention**

Please also refer to use of restrictive intervention policy.

All members of staff are aware of the regulations regarding the use of force by teachers, as set out in DfE Use of Reasonable Force in Schools – April 2026.

Staff would only need to intervene physically to prevent injury to another person, or if a child is in danger of hurting him / herself. If a child has needed physical intervention, a positive handling plan should be written up between the pastoral lead, the child and their parents/carers (see Appendix 3).

Physical intervention techniques seek to avoid injury to the service user, but it is possible that bruising or scratching may occur accidentally, and these are not to be seen necessarily as a failure of professional technique, but a regrettable and infrequent 'side-effect' of ensuring that the service user remains safe.

The actions that we take are in line with government guidelines on physical intervention, are proportionate, reasonable and necessary, and are recorded on MyConcern (our in-house safeguarding system) to include the following information:

- Staff involved
- Pupil needs: SEND and SEN code
- Time, date and location of incident

- Reason for intervention
- Physical intervention used
- Duration of intervention
- Brief account of incident (including what led up to it and strategies used to defuse)
- Witnesses (to be tasked with adding statement to MyConcern)
- Any post-incident support needed (medical treatment or other adverse impacts)

If a pupil has a social worker, including if they have a Child in Need plan, a Child Protection plan or are looked-after, we will notify their social worker and Virtual School Head where appropriate. Pupils will be supported back into class on a case-by-case basis.

### **Separation for Safeguarding Purposes**

In exceptional circumstances, a pupil may be temporarily required not to attend school premises for safeguarding reasons where remaining in school would present a risk to the safety or wellbeing of another pupil. This is not a suspension or exclusion and is used only when alternative arrangements to keep pupils apart are not reasonably practicable.

Decisions will be made on a case-by-case basis in consultation with the Designated Safeguarding Lead and relevant external agencies where appropriate.

Parents will be informed without delay and suitable educational provision will be arranged in line with statutory guidance.

### **Removal from classrooms**

Removal is where a pupil, for serious disciplinary reasons, is required to spend a limited time out of the classroom at 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.

Removal should be used for the following reasons and be in line with our graduated approach.

- to maintain the safety of all pupils and to restore stability following an unreasonably high level of disruption;
- to enable disruptive pupils to be taken to a place where education can be continued in a managed environment; and
- to allow the pupil to regain calm in a safe space.

There may be exceptional situations in which it is necessary to physically prevent a pupil from leaving a room in order to protect the safety of pupils and staff from immediate risk, but this would be a safety measure. Any removal will be recorded using MyConcern.

### **Suspension and Exclusion**

Depending on the severity, frequency and circumstances of the behaviour, the Headteacher may consider suspension or permanent exclusion in accordance with statutory guidance. Permanent exclusion will only be used where:

- there has been a serious breach or persistent breaches of the behaviour policy, and
- allowing the pupil to remain in school would seriously harm the education or welfare of others.

Before any suspension or permanent exclusion, the Headteacher will consider:

- whether the pupil has SEND
- whether reasonable adjustments have been implemented
- whether the behaviour may be linked to an unmet need
- whether support arrangements remain appropriate
- whether an EHCP review should be requested

In extreme circumstances, an immediate suspension or Permanent Exclusion. We recognise that suspension/exclusion is a last resort the leadership and Governing board must emphasise that violence and threatening behaviour will **NOT** be tolerated in any circumstances. The CEO is to be informed of all suspensions and exclusions.

Suspension is generally used for episodes of violence against staff or pupils (where the health and safety of the school community is jeopardised), or for persistent, disruptive behaviours. Only the Headteacher or their representative may issue a suspension. The person issuing the suspension must complete the paperwork and send copies to the Local Authority within 24 hours. Parents/carers must also receive a letter outlining the reason for and period of suspension within 24 hours.

The Headteacher may cancel a suspension or permanent exclusion before the governing board has met to consider reinstatement. Where an exclusion is cancelled, parents, governors, the Local Authority and other relevant professionals will be informed without delay.

### **During suspension**

Work will be set and marked during the first five days of any suspension.

### **Notification duties**

Where a pupil has a social worker, Child in Need Plan, Child Protection Plan, or is looked after, the school will notify the relevant social worker and/or Virtual School Head without delay following a decision to suspend or permanently exclude.

### **Reintegration Following Suspension**

Following any incident that leads to some form of suspension/exclusion of a pupil the school will provide opportunities for reparation and rebuilding of trust and relationships. Every reintegration meeting will involve a restorative and reparative approach to help both the victim(s) and perpetrator(s) involved move forward positively.

Reintegration includes:

- reintegration meeting
- fresh start approach
- review of support plans
- parent involvement
- pupil voice
- identified trusted adult
- monitoring period

### **Preventative Alternatives to Exclusion**

Before considering a permanent exclusion, the school may consider:

- enhanced pastoral support
- behaviour support plans
- managed moves
- off-site direction placements
- alternative provision placements
- multi-agency intervention

In the case of permanent exclusions, the Local Authority will be involved. Sometimes if a school placement has broken down, a child may benefit from a 'managed transfer' to another primary school. This option will be discussed with parents/carers and the Local Authority will be involved.

### **The Board of Trustees Responsibilities**

The Board of Trustees will monitor:

- suspension rates
- permanent exclusion rates
- repeat suspensions
- pupil groups disproportionately affected
- off-site direction arrangements
- safeguarding-related pupil separation arrangements
- reintegration outcomes

and challenge leaders where patterns emerge.

### **Safeguarding**

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

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

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

Please refer to our child protection and safeguarding policy for more information.

## **Bullying**

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying is, therefore deliberately hurtful; repeated, often over a period of time and difficult to defend against.

Bullying can include:

| TYPE OF BULLYING                                                                                                                                       | DEFINITION                                                                                                                                                                    |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Emotional                                                                                                                                              | Being unfriendly, excluding, tormenting                                                                                                                                       |
| Physical                                                                                                                                               | Hitting, kicking, pushing, taking another's belongings, any use of violence                                                                                                   |
| Prejudice-based and discriminatory, including:<br>Racial<br>Faith-based<br>Gendered (sexist)<br>Homophobic/biphobic<br>Transphobic<br>Disability-based | Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)                                                            |
| Sexual                                                                                                                                                 | Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching |
| Direct or indirect verbal                                                                                                                              | Name-calling, sarcasm, spreading rumours, teasing                                                                                                                             |
| Cyber-bullying                                                                                                                                         | Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites                                                                     |

For more information about Bullying and our response please refer to our Anti-Bullying Policy

## **Zero-tolerance approach to sexual harassment and sexual violence**

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

Pupils are encouraged to report anything that makes them uncomfortable, no matter how 'small' they feel it might be.

The school's response will be:

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

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

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

Please refer to our child protection and safeguarding policy for more information.

## **Child on Child Abuse**

All staff are aware that children can abuse other children. This is referred to as Child-on-Child abuse. This is most likely to include, but may not be limited to:

- bullying (including cyberbullying, prejudice-based and discriminatory bullying)
- abuse in intimate personal relationships between children (sometimes known as teenage relationship abuse)
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm (this may include an online element which facilitates, threatens and/or encourages physical abuse)
- sexual violence, such as rape, assault by penetration and sexual assault (this may include an online element which facilitates, threatens and/or encourages sexual violence)
- sexual harassment such as sexual comments, remarks, jokes and online sexual harassment, which may be stand-alone or part of a broader pattern of abuse
- causing someone to engage in sexual activity without consent such as forcing someone to strip, touch themselves sexually, or to engage in sexual activity with a third party
- consensual and non-consensual sharing of nudes or semi-nude images and/or videos (also known as sexting or youth produced sexual imagery)
- upskirting, which typically involves taking a picture under a person's clothes without their permission, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm

- initiation/hazing type violence and rituals (this could include activities involving harassment, abuse or humiliation used as a way of initiating a person into a group and may include an online element)

(Keeping Children Safe in Education 2024)

Child on Child abuse is not tolerated. Children who are victims of sexual violence and sexual harassment will likely find the experience stressful and distressing. This will, in all likelihood, adversely affect their educational attainment. Sexual violence and sexual harassment exist on a continuum and may overlap; they can occur online and offline (both physical and verbal) and are never acceptable. We recognise that it is important that all victims are taken seriously and will be offered support.

Staff will not tolerate sexual violence and sexual harassment in school and will not see it as an inevitable part of growing up. It will not be passed off as 'banter'; 'part of growing up' 'just having a laugh' or 'boys being boys.'

Challenging behaviours such as grabbing bottoms; breasts and genitalia; flicking bras and lifting up skirts will not be tolerated. Any incident that is causing concern should be reported to the school right away. Reports of Child-on-Child abuse, including bullying will always be investigated and parents/carers informed. The Headteacher, designated safeguarding lead or any of the deputy designated safeguarding leads are always ready to discuss problems related to these with the teacher, the child and the parents/carers, and will do so as soon as possible.

Please refer to the policies entitled: Anti Bullying Policy and Child on Child Abuse Policy for more details.

### **Malicious allegations**

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

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

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

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

Please refer to our child protection and safeguarding for more information on responding to allegations of abuse against staff or other pupils.

### **Confiscation of Inappropriate Items**

There are two sets of legal provisions, which enable school staff to search and confiscate items from pupils. The general power to discipline enables a member of staff to search,

confiscate, retain or dispose of a pupil's property as a punishment and protects them from liability for damage to, or loss of, any confiscated items.

There is also a power to search without consent for 'prohibited items' which include:

- knives and weapons
- alcohol
- illegal drugs
- stolen items
- tobacco and cigarette papers
- lighters or matches
- vaping equipment
- fireworks
- pornographic images
- any article that has been or is likely to be used to commit an offence, cause personal injury or damage to property
- any item banned by the school rules which has been identified as an item which may be searched for (in the case of Wellington Primary School this includes mobile phones and all items cited above).

## **Mobile phones**

Mobile phones may be brought to school but must be left in the allocated basket within the child's classroom which is supervised by the class teacher. No mobile phones are to be turned on while the child remains on the school site. If a pupil is found in possession of a mobile phone which is not turned off, the pupil will be unable to bring the device to school.

## **Policy Links**

This Behaviour Policy links to the following other policies we hold in school:

- PSHE Policy
- Anti-bullying Policy
- Equality Policy
- Health and Safety Policy
- Safeguarding Policy
- Child on child Policy
- E-safety policy
- Cyber-bullying policy
- SEND Policy

## **Legislation, statutory requirements and statutory guidance**

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

- [Behaviour in schools: advice for headteachers and school staff 2024](#)
- [Searching, screening and confiscation: advice for schools 2022](#)
- [The Equality Act 2010](#)

- [Keeping Children Safe in Education](#)
- [Suspension and permanent exclusion from maintained schools, academies and pupil referral units](#)
- [Use of reasonable force in schools](#)
- [Supporting pupils with medical conditions at school](#)
- [Special Educational Needs and Disability \(SEND\) Code of Practice](#)
- [Sharing nudes and semi-nudes: advice for education settings working with children and young people](#)
- Suspension and Permanent Exclusion from Maintained Schools, Academies and PRUs in England, including Pupil Movement (DfE 2026)
- Education (Educational Provision for Improving Behaviour) (Application to Academies and Pupil Referral Units and Minor Amendments) Regulations 2026

## **Appendix One:**

## Behaviour Plan



### Individual Behaviour Support Plan



|                                                                                                    |                                       |                                |                              |
|----------------------------------------------------------------------------------------------------|---------------------------------------|--------------------------------|------------------------------|
| <b>Pupil:</b>                                                                                      |                                       | <b>Year group:</b>             |                              |
| <b>Class:</b>                                                                                      |                                       | <b>Date:</b>                   |                              |
| <b>SEN info:</b><br><b>Medication:</b>                                                             |                                       |                                |                              |
| <b>Potential Triggers:</b>                                                                         |                                       | <b>Praise and recognition:</b> | <b>Likes:</b>                |
| <b>Level</b>                                                                                       | <b>Behaviours: What it looks like</b> | <b>Helpful Strategies:</b>     | <b>Unhelpful Strategies:</b> |
| 1<br>(anxious)                                                                                     | When something is bothering me...     | To help me, staff can...       | Please don't...              |
| 2<br>(escalating)                                                                                  |                                       |                                |                              |
| 3<br>(crisis)                                                                                      |                                       |                                |                              |
| Recovery & debrief                                                                                 |                                       |                                |                              |
| <b>Positive Handling Strategy :</b><br><b>Who is most at risk?</b><br><b>Average length of PI:</b> |                                       |                                |                              |
| <b>Rewards/Motivators:</b>                                                                         |                                       |                                | <b>Preferred staff:</b>      |

## Appendix Two:

### Risk Audit



#### Marlbrook Primary School INDIVIDUAL PUPIL BEHAVIOUR RISK AUDIT



|                      |                     |
|----------------------|---------------------|
| <b>Pupil's Name:</b> | <b>Date:</b>        |
| <b>Teacher:</b>      | <b>Review Date:</b> |

1 – 8 Low risk (green) 9 – 27 Medium risk (Amber) 28 + High risk (red)

| BEHAVIOUR                                        | WHEN?                                | MOST AT RISK                             | HOW LIKELY?                                                          | HOW OFTEN?                                              | POTENTIAL HARM                                                                                     | Level of Risk                   | ACTION                                                                           | OUTCOMES FROM ACTIONS                                                                                                                                        |
|--------------------------------------------------|--------------------------------------|------------------------------------------|----------------------------------------------------------------------|---------------------------------------------------------|----------------------------------------------------------------------------------------------------|---------------------------------|----------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|
| e.g. bullying, violence, allegations, self-harm, | Time of day, potential triggers etc. | Who is most likely to be harmed and how? | 5=Certain<br>4=Probable<br>3=Possible<br>2=Not impossible<br>1=Never | 5=Daily<br>4=Weekly<br>3=Monthly<br>2=Rarely<br>1=Never | (likely physical and psychological harm)<br>4=Life threatening<br>3=Serious<br>2=Harm<br>1=No Harm | Calculation for risk-RAG rated. | What do you do to manage the risk? Change face/ environment, familiar adult etc. | Are existing measures sufficient, or can the risk be lowered further? If applicable, list any initial suggestions for achieving such aims in the space below |
|                                                  |                                      |                                          |                                                                      |                                                         |                                                                                                    |                                 |                                                                                  |                                                                                                                                                              |
|                                                  |                                      |                                          |                                                                      |                                                         |                                                                                                    |                                 |                                                                                  |                                                                                                                                                              |
|                                                  |                                      |                                          |                                                                      |                                                         |                                                                                                    |                                 |                                                                                  |                                                                                                                                                              |
|                                                  |                                      |                                          |                                                                      |                                                         |                                                                                                    |                                 |                                                                                  |                                                                                                                                                              |

## Appendix Three:

### Positive Handling Plan



### Positive Handling Plan

|                                                                                                                       |                     |                  |
|-----------------------------------------------------------------------------------------------------------------------|---------------------|------------------|
| Name                                                                                                                  | Date of birth       | Year/class       |
| Triggers & situations that may led to Positive Handling being used:                                                   |                     |                  |
| Behaviour signals & description of the early warning signs / changes in body language / signs of distress that occur: |                     |                  |
| Preferred de-escalation strategies:                                                                                   |                     |                  |
| Verbal advice                                                                                                         | Planned ignoring    | Success reminder |
| Reassurance                                                                                                           | Humour              | Time out         |
| Distraction                                                                                                           | Observed withdrawal | Change of adult  |
| Advising of consequences                                                                                              |                     |                  |
| Positive areas to focus on: (strengths, interests etc)                                                                |                     |                  |
| Medical conditions to be aware of:                                                                                    |                     |                  |
| Handling strategies to be used (as last resort, in best interest of student):                                         |                     |                  |
| Debriefing process to occur after an incident:                                                                        |                     |                  |
| <b>Staff to be informed of this plan:</b><br>Headteacher & SLT<br>Mum<br>Pastoral Support Team                        |                     |                  |
| Plan shared and parent/carer informed on:                                                                             |                     |                  |