

## (Management of Pupil)

# Behaviour and Relationship Policy

<b>Date Reviewed:</b>	September 2022
<b>Next Review:</b>	September 2023
<b>Review Cycle:</b>	Annual
<b>Reviewing committee:</b>	FGB
<b>Lead Governor Responsible:</b>	Jo Carne
<b>Linked Policies:</b>	Anti-Bullying Child Protection Exclusions Policy Positive Handling Teaching and Learning Equal Opportunities Special Educational Needs Home School Agreement
<b>Ratification Date:</b>	
<b>Signed by Headteacher:</b>	
<b>Signed by Chair of Governors:</b>	

## 1.Vision

All staff at Hook Juniors share a commitment and collective responsibility to demonstrate and teach positive behaviour. We believe that this will allow pupils to build good relationships, help them to thrive, to make good progress and to connect with others. We want all children to feel a sense of security, well-being and belonging.

**All learners at Hook Junior School have the right to learn in a safe, secure and supported environment where they feel free from the fear of intimidation, harassment, victimisation or ridicule from other individuals or from groups of individuals. The principles of tolerance and understanding and respect for others are central to what we believe.**

Every child has “a right to an education; discipline in schools should respect children’s human dignity; education should develop each child’s personality and talents to the full; it should encourage children to respect their parents / carers and their own and other cultures” (Articles 28 and 29, UN Convention). This policy ensures that all children in school receive their rights to a high quality education.

## 2.Ethos

At Hook Junior School we understand that it is everyone's responsibility to support children in learning how to behave.

We understand that supporting children in developing socially acceptable behaviours is a life skill that will prepare them for the wider world.

We accept that, no matter what a pupil's home environment or expectations may be, we uphold high expectations of all.

We recognise our duty to be inclusive and understand that some pupils may need additional support. Provision for these pupils is built into the Behaviour Policy and Guidelines.

We know that children are more likely to succeed if we have the support of families. Therefore, at all times, we aim to work in partnership.

At Hook Junior School we believe that it is our duty to prepare children for a life beyond education in which they will be an active, participating citizen.

Our approach to behaviour is therefore set firmly on key principles of well-being for young people.

**Staying Safe**—children's behaviours will keep them and others safe and they will be empowered through language and behaviours to deal with inappropriate actions e.g. bullying.

**Be Healthy**—children will understand the impact of negative behaviour on our emotional health and understand that our emotions may affect our behaviours

**Excellence and Enjoyment**—Children will understand that they have a right to enjoyment and happiness and will understand how their behaviour and that of others can affect this right.

**Economic Well Being**—we want our children to be employable in the future and will instil the key behaviours of respect which will support them in the workplace in adulthood e.g. timekeeping, respect, manners and appearance.

**Positive Contribution**—as citizens of the future, we want our children to contribute purposefully to the wider society through the promotion of altruistic behaviour.

**Hook Junior School supports and upholds the United Nations Rights of the Child. We believe that pupil behaviour towards each other is a key factor in upholding these rights and therefore the following articles from the convention are key to our policy and practice.**

*All children should be protected from violence, abuse and neglect, and governments should protect them. Article 19*

*Nobody can do anything to your body that you do not want them to do, and grown-ups should protect you. Article 34*

*No child should be punished in a way that humiliates or hurts them. Article 37*

*All children have a right to be able to give their opinion when adults are making a decision that will affect them, and adults should take it seriously. Article 12*

*All children have a right to find out things, and say what they think through speaking, writing, drawing etc. unless it breaks the rights of others. Article 13*

*All children have the right to meet, make friends with, and join clubs with other children. Article 15*

*All children have the right to privacy. Article 16*

*Parents should help children learn what is right and wrong. Article 14*

*Education should teach children to respect their parents, their own and other cultures. Article 29*

*Education should prepare children to live responsibly and peacefully in a free society. Article 29*

*All children have the right play, and to join a wide range of activities. Article 31*

### **3. Legislation and statutory requirements**

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

- [Behaviour and discipline in schools](#)
- [Searching, screening and confiscation at school](#)
- [The Equality Act 2010](#)
- [Use of reasonable force in schools](#)
- [Supporting pupils with medical conditions at school](#)
- [special educational needs and disability \(SEND\) code of practice](#).

In addition, this policy is based on:

- Section 175 of the [Education Act 2002](#), which outlines a school's duty to safeguard and promote the welfare of its pupils. The Governing Body has a duty requiring them to make arrangements and to ensure that functions are carried out in regard to safeguarding and welfare.
- Sections 88-94 of the [Education and Inspections Act 2006](#), which require schools to regulate pupils' behaviour and publish a behaviour policy and written statement of behaviour principles, and give schools the authority to confiscate pupils' property
- [DfE guidance](#) explaining that maintained schools should publish their behaviour policy online

### **4. Aims**

This policy aims to:

- Create a positive culture that promotes excellent behavior, ensuring that all pupils have the opportunity to learn in a calm, safe and supportive environment
- Establish a whole-school approach to maintaining high standards of behaviour that reflect the values of the school
- Outline the expectations and consequences of behaviour
- Provide a consistent approach to behaviour management that is applied equally to all pupils
- Define what we consider to be unacceptable behaviour, including bullying and discrimination

## **5.Roles and responsibilities**

### **The governing board**

- Reviewing and approving the written statement of behaviour principles (appendix 1)
- Reviewing this behaviour policy in conjunction with the Senior Leadership Team
- Monitoring the policy's effectiveness
- Holding the Senior Leadership Team to account for its implementation

### **The headteacher**

- Reviewing the policy in conjunction with the governors
- Giving due consideration to the school's statement of behaviour principles (appendix 1)
- Ensuring that the school environment encourages positive behaviour
- Ensuring that staff deal effectively with poor behaviour
- Ensuring that all staff understand the behavioural expectations and the importance of maintaining them
- Providing new staff with a clear induction into the school's behavioural culture to ensure they understand its rules and routines, and how best to support all pupils to participate fully
- Offering appropriate training in behaviour management, and the impact of special educational needs and disabilities (SEND) and mental health needs on behaviour, to any staff who require it, so they can fulfil their duties set out in this policy
- Ensuring this policy works alongside the safeguarding policy to offer pupils both sanctions and support when necessary

### **Behaviour Leader**

- Monitoring behaviour and detention records on CPOMS
- Undertaking formal monitoring of the number of incidents, types of incidents and pupils and feedback actions to SLT
- Monitoring and support teachers to address low level class behaviour
- Carrying out observations at least once a term in order to see that this policy is delivered consistently by all members of staff throughout the school day.
- Formally report to the Governing Body on behaviour monitoring, actions and outcomes

### **Staff**

- Implementing and administering the behaviour policy consistently
- Modelling positive behaviour and positive language
- Providing a personalised approach to the specific behavioural needs of particular pupils
- Recording behaviour incidents on CPOMS
- Providing support to children to enable them to make positive behaviour choices and support behaviour development
- Communicating directly with parents

### **Parents**

Parents are expected to:

- Support the school's values, ethos and behaviour policy
- Support their child in adhering to the pupil code of conduct and school rules
- Inform the school of any changes in circumstances that may affect their child's behaviour
- Discuss any behavioural concerns with the class teacher promptly

## **6.Pupil Code of Conduct – Golden Rules**

At Hook Junior School we believe that teaching children positive behaviour is the basis for success and happiness in life and as part of society. We recognise it is the responsibility of all adults in school to model, identify, celebrate and advise on behaviour in a constructive, positive manner.

Our school rules and rewards will be visible, attainable, consistent, valued and understood by all adults and pupils.

The beliefs outlined in this policy are underpinned by our school Golden Rules.

WE WILL	WE WILL NOT...
<p>1...be respectful to all adults and each other</p> <p>2...be kind, caring and helpful</p> <p>3...be honest</p> <p>4...be polite</p> <p>5...listen to others</p> <p>6...always try our best</p> <p>7...look after property</p>	<p>1...be disrespectful to adults or each other</p> <p>2...hurt other people's feelings</p> <p>3...physically hurt anybody</p> <p>4...cover up or hide the truth</p> <p>5...to waste our learning time or that of others</p> <p>6...waste or damage property or equipment</p>

## 7. Desirable Behaviours

At Hook Junior School, we understand behaviour as a means of communication. Every behaviour communicates a message. Behaviour is an action or reaction to any situation that can be positive, negative or indifferent. We believe that our focus on the following 'Desirable behaviours' will support our pupils to be happy:

Respect  
 Responsibility  
 Tolerance  
 Trust  
 Honesty  
 Self –control  
 Empathy  
 Independence  
 Compassion  
 Integrity  
 Altruism  
 Courtesy and manners

We uniquely set our children's learning within our positive Growth Mindset. Although these skills relate broadly to all aspects of children's learning, they specifically relate to behaviour in the following ways.

### Identity

If I have strength of character and confidence in who I am as a person, I will be better placed to resist the efforts of those who might try to lead me astray. I know that I always have a choice.

### Communication

I will learn how to communicate my needs and wishes eloquently and clearly; "Please stop it, I don't like it!" I will know where to seek help from an adult when I need it.

### Enquiring Minds

I will always seek to understand more both about myself and others. I will try to understand others' points of view, even when they may not be the same as mine.

**Responsibility**

I, and I alone, am responsible for my behaviour. I can always choose how to respond in any given situation.

**Resilience**

Sometimes, life is challenging and this can affect my behaviour. I can learn to be emotionally resilient and this will help me overcome difficulties.

**Risk Taker**

I can learn to take appropriate risks and know the effects of taking inappropriate risks both by myself and others.

**Sense of Humour**

Sometimes I need to laugh at myself or with others. Laughter can diffuse situations and bond people together. It's a great way of making friends.

**Teamship**

Learning how to work with others, even those I may not like, is an important part of leading a successful adult life.

**Motivation**

I am the master of my destiny and I can motivate myself and others to behave differently and respond appropriately to difficult situations.

## 8. Positive Language

We believe that it is important to use positive, constructive language to illicit desirable behaviours. Children who demonstrate consistent, good behaviour will be recognised as follows for example:

· *You have shown me that you have taken responsibility for your behaviour by making the right choice and...*

Sanctions will also be dealt with using language as follows for example:

· *On this occasion you did not show us that you are being a good team member. Everyone here has the right to be happy so you need to work on your teamship skills.*

Children's appearance and their demeanour in the classroom will be dealt with using language such as:

· *Could you please tuck your shirt in and show me that you are ready for learning.*  
· *Please sit up straight and show me that you are ready for learning.*

Children's use of manners is expected at all times and will be positively recognised when children use STEP – Sorry, Thank you , Excuse me, Please.

## 9. Rewards

All people, whether children or adults respond to praise. It follows therefore, that children who strive to follow the expectations set down for them will be rewarded positively for their efforts. Rewarding good behaviour is more effective than drawing attention to misbehaviour. We will therefore praise children publicly (if appropriate) and keep the profile of misbehaviour

low. Every effort will be taken to ensure all children receive praise and encouragement in a fair and consistent manner. It is the behaviour that is rewarded.


The following are a range of rewards that all staff may use to reward positive behaviour of any kind:

- Non-verbal praise – a nod, smile, thumbs up, etc.
- Sincere verbal praise of an individual, group or class with an explanation why their behaviour warrants praise.
- Awarding of house points or raffle tickets given one at a time. The awarding of a raffle ticket is shown by a tick by the child's name which is displayed on the classroom whiteboard. Raffle tickets reward positive behaviours, attitudes and application. Each class also has a house point chart displayed in the classroom. House points are mainly given for effort, progress and attainment in learning tasks. The child in each class with the most weekly house points is named 'Star of the Week'.
- Celebration Assemblies – staff can nominate children demonstrating good behaviour or good learning behaviours.
- Awarding of achievement certificates in celebration assemblies for exemplary work or behaviour.
- Public praise. Talking to or calling parents/carers at the end of the day / writing in the home communication book to share positive reward.
- Sending high quality work or note for reward to the Headteacher (in the absence of, the Deputy Headteacher) for a gold Headteacher's sticker.
- Extra responsibility given to pupil as a result of their consistently good behaviour. In Year six, this includes being considered for the role of prefect or head boy and girl.
- There may be occasions when a teacher or a member of staff wishes to acknowledge the efforts of a whole class or group, which may be celebrated within a class, group or during assemblies.
- Golden time - class are rewarded 'x minutes' built up over time (to a maximum of 10 minutes) to undertake a chosen activity.
- Use of annual end of year reports and time during parent/carer learning consultations for the teacher to comment favourably on behaviour and attitudes to learning.
- Use of individual pupil reward cards

## 10.Sanctions

It is the responsibility of **every member** of staff to help children modify undesirable behaviour through their own preventative behaviour management strategies prior to applying the schools sanction system.

**Line management for reporting and dealing with behaviour issues is as follows:** Staff (any) who witness an incident, or to whom an incident is reported deals with incident, investigates it fully, supports the children, records it and informs the class teacher.

- 1) Class teacher
  - 2) Phase Leader
  - 3) Pastoral and Behaviour Leader (SLT)
  - 4) Deputy Head and / or Headteacher (SLT)
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If there is a serious misbehaviour incident this is to be reported directly to any or all of the Senior Leadership Team .

All children should be clear what the sanctions are and what will happen next if they misbehave. When expectations of each child are made explicit it is equally important that they know the sanctions that will follow their actions. In this way each child is making a conscious choice about the way they choose to behave and will know the consequences of their actions. Each child then has to accept responsibility for their actions.

Sanctions will be applied fairly and consistently by all members of staff. If children are to be given every opportunity to demonstrate desirable behaviour it is important that they have a fresh start and a clean slate at the beginning of a session within the day (The start of the day and the start of the afternoon) when appropriate.

All sanctions must be administered in a way that does not publicly humiliate or ridicule pupils.

When dealing with any behaviour incidents between pupils, the information about the behaviour, the actions taken and the sanctions administered is confidential to both the school, the parent and their child only. The school will not discuss sanctions, behaviours and actions of any other children other than their own.

<b>Behaviour causing distraction</b> (this is not a conclusive list but an example of the types of behaviour- adults to use professional judgement)
Calling out Not listening Not completing tasks Poor attitude Disruption in lessons and at break and lunchtimes
<b>More serious behaviour:</b>
Showing signs of disrespect towards others Arguing back Being rude Swearing Refusing to follow instructions
<b>Serious misbehaviour:</b>
Injury to another child Aggressive behaviour (where the child is putting themselves or others at risk) Repeated breaches of the school rules Any form of bullying Vandalism Theft Racist, sexist, homophobic or discriminatory behaviour Possession of any prohibited items e.g., knives or weapons, stolen items, drugs

## Daily

At the start of the day, each child's name is placed below the 'We Will' side of the Golden Rules. From here, raffle tickets can be awarded by putting a tick by the individual child's name.

### **Sanctions for behaviour causing distraction:**

1. For any child displaying behaviours that cause distraction, a private verbal warning is given to the child. It is explained to the child which of the Golden Rules they have broken and the adult clearly gives the child guidance about how their behaviour can be improved. The child is warned that if their negative behaviour continues, they will move to the next step.
2. If the child continues not to follow school rules, their name is moved off the classroom whiteboard from the 'We Will' side of the board to be placed on the teacher's desk. It is privately explained to the child which of the Golden Rules they have broken and that their name can be moved back onto the board if they correct their behaviour. The child is also warned that if they continue to make the wrong behavioural choices, then the next step will be implemented.
3. If negative behaviour continues and the child's name is on the teacher's desk, a cross (X) will be written on their laminated name. This will result in the child receiving a 10min detention. Detention will take place at morning break in the office area manned by a member of the Senior Leadership Team. Again, it will be verbally explained to the child the reason for the cross being given, referencing explicitly to the Golden Rules. The staff member who has awarded the detention is required to clearly record the reasons for the detention on CPOMs and inform the parent / carers at the end of the day.
4. If the child continues to make negative behavioural choices after the detention has been given, a member of the SLT will be contacted. Parents to be contacted about behaviour at the end of the school day.

At the end of the day, every child's name will be returned to the classroom whiteboard and any crosses rubbed out. This allows each child to have a fresh start each day.

### **Continuous**

5. If a child starts to receive three detentions in a half-term period or less, the parents will be contacted and a meeting set up between the class teacher and phase leader to discuss strategies that can be used to support positive behaviour choices. The discussion will include trying to establish possible reasons for the child's behaviour. Appendix 3 gives staff ideas for behavioural modification strategies that could be introduced.
6. If poor behaviour continue then the child will be placed on a Behaviour Support Card (Appendix 5). This contains clear targets for the child to achieve and a system of reward linked to individual motivation. This will monitor the child's behaviour throughout the school day. The card will be reviewed by the class teacher, phase leader and Inclusion Leader in collaboration with parents, on a weekly basis. This is a short term measure and should last no longer than 2 weeks. During this 2 week period, the child will received ELSA support sessions to focus on identified possible reasons behind their behaviour e.g., low self-esteem, friendship difficulties.
7. At the end of the 2 weeks, if there are no signs of improved behaviour, an IBMP (Individual behaviour management programme) will be written in consultation with the Inclusion Leader. The child is set specific behaviour targets to work towards and further interventions put in place. This will be shared and discussed with parents and be reviewed weekly.
8. After 2 further weeks, if the IBMP and interventions are not having the desired impact on behaviour, a referral will be made by the Inclusion Leader to the Primary Behavioural Support Service (The Hive).

As with any sanction system there will always be situations that arise which require members of staff to use their professional judgement and common sense when applying the sanctions listed above.

## 11. THRIVE

From September 2022, we are developing THRIVE principles across the school. The THRIVE approach supports and encourages the development of confident, curious, creative and capable children who are open to learning and better equipped to deal with life's ups and downs.

We have a commitment to continually deepen our understanding of how social and emotional learning develops and how this can be supported in school. We recognise that behaviours can be learnt and be held within our cognitive awareness, but also that they can be unconscious, patterned, non-problem-solving defence or discharge responses.

Attentive, observant adults working with children are required to recognise behaviours, identify underlying needs and respond in appropriate ways.

We currently have one trained THRIVE practitioner. Our staff regularly have CPD updates in THRIVE approaches in order to deepen their knowledge, identify good practice and further develop our school ethos. A good proportion of our assembly themes are focused around the THRIVE approach and any accompanying resources are used. Each class is screened three times a year on the THRIVE assessment tool to enable a strategic response to their group development. A class action plan is devised, followed and reviewed. Where needed, children are screened and action plans drawn up for individual sessions to address their identified area of need.

## 12. Bullying

At Hook Junior School we believe that bullying is wholly unacceptable and will not be tolerated. 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 (physically or emotionally)
- Repeated often over a period of time
- Difficult to defend against

All staff are expected to be vigilant to issues between individuals or groups which might be bullying and tenacious in dealing with it.

Bullying can include:

Type of bullying	Definition
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence

Racial	Racial taunts, graffiti, gestures
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

### Receiving an Allegation of Bullying

When an allegation is received staff will take the matter seriously and will investigate it fully in line with our Anti-bullying Policy. Details of our school's approach to preventing and addressing bullying are set out in our anti-bullying policy. Where staff find that there has been an incident of bullying they MUST record it on CPOMS, report it to the Senior Leadership Team, Team Leader and parents of the perpetrator/s.

### Dealing with Bullying

Bullying is a serious issue and parents of all children concerned will be notified. Staff will communicate to parents of the victim the outcomes and actions taken and parents of the perpetrator/s the sanctions to be delivered. Staff will also communicate any support to be offered to the victim and /or the perpetrator/s to ensure that behaviour is modified, positive behaviour choices are made in the future.

## 13. Prejudicial Language and Discrimination

*“Prejudice and discrimination seriously limit children's development and growth. They lead to some children being left out and denied the opportunity to develop friendships and to learn new things...in the end, everybody loses out from the effects of prejudice and discrimination.”*

*Fairplay, Barnardos.*

Every child and adult in our school community has the right to be protected from prejudicial views and behaviours. Prejudicial language or behaviour can be defined as words or acts based on preconceived opinion that is not based on reason or actual experience, for example, not liking someone based on their skin colour or sexual identity.

**Within our school we will not tolerate any prejudicial language or behaviour aimed at pupils or adults.**

The following quote was first recommended as a working definition for racist incidents by The Stephen Lawrence Inquiry and has since been extended to cover all incidents related to the protected characteristics set out in The Equality Act 2010:

***“A prejudice-related incident is any incident which is perceived to be prejudice-related by the victim or any other person.”***

The Act uses the term *protected characteristics* to refer to aspects of a person’s identity. Treating a person less favourably because they have one or more of these characteristics would be unlawful.

**The protected characteristics are:**

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity

**The most common prejudice-related incidents take the form of:**

- prejudicial language
- ridicule and jokes
- verbal abuse
- physical assault
- graffiti or damage to property
- discriminatory behaviour, e.g. refusing to work with a pupil because of their religion
- incitement to behave in a prejudicial manner, e.g. wearing racist badges, recruiting to racist organisations, bringing in homophobic literature
- cyber bullying.

Psychological research has shown that stereotyping and prejudice create a negative impact on children’s young minds. They can play a major role in shaping their individuality as they grow up.

**Some negative effects of stereotyping are:**

- it makes children narrow minded
- it creates cultural barriers
- it demotivates children and lowers their self esteem
- it deters children from being their own selves
- it can create loneliness, anxiety and depression in marginalised children.

**At Hook Junior School, it is important our staff record, track and respond to prejudicial behaviour in order to:**

- **identify patterns:** identifying trends will enable schools to better tailor programmes of education and carry out more preventative, rather than reactive, work

- **identify training needs:** understanding the nature and frequency of prejudice-related incidents allows training needs for staff and pupils to be identified and targeted training to be delivered
- **monitor the success of strategies**
- **ensure accountability:** thoroughly recording incidents, and all of the actions taken in response, will ensure that staff members and the school are accountable for their actions
- **provide a safe environment for staff and pupils:** recording prejudice-related incidents
- **demonstrate to both staff and pupils that the school has a positive ethos:** where all pupils are valued, and prejudice and discrimination are not accepted.

Any incidents of prejudicial language and behaviour, staff will use Hampshire's bullying and prejudice-based incident report form which will then be reviewed by SLT. This will be reported on an annual basis to Hampshire County Council's data collection team.

## 14. Child on Child Abuse

This section of the policy is about how staff should respond to all reports and concerns of child-on-child sexual violence and sexual harassment, including those that have happened outside of school or college premises, and or online. All staff are advised to maintain an attitude of "It could happen here"

Schools and colleges not recognising, acknowledging or understanding the scale of harassment and abuse, and /or downplaying some behaviours relating to abuse can lead to a culture of unacceptable behaviour, an unsafe environment and in a worst-case scenario a culture that normalises abuse leading to children accepting it as normal and not coming forward to report it.

Child on child abuse 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 peers;**
- **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** means unwanted conduct of a sexual nature – such as sexual comments, sexual jokes or taunting, physical behaviour like interfering with clothes, or online harassment such as sexting. Sexual harassment, such as sexual comments (**sexist comments** are those which discriminate based on sex, particularly against women), remarks, jokes and online sexual harassment, which may be standalone 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 nude and semi-nude images** and/or videos (also known as sexting or youth produced sexual imagery);

- **up skirting**, which typically involves taking a picture under a person's clothing 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 also include an online element).
- **sexism** also includes behaviour or attitudes that create stereotypes of social roles based on sex.

### **Sexist comments in school:**

We will not tolerate verbal abuse. We want everyone to feel included, respected and safe in our school. We will not tolerate verbal abuse, which includes name-calling and sexist comments.

All staff and pupils are encouraged to call out and/or report this behaviour. If pupils make these comments, we will:

- Ask them to apologise to anyone the comment was directed at
- Support and educate them to improve their behaviour
- Record the incident on CPOM's under prejudicial language
- Monitor their behaviour for any recurrence
- Inform parents and work in partnership to support and educate the pupil
- Utilise the behavior policy sanctions if appropriate

Our RSHE curriculum will cover what healthy and respectful behaviour towards one another looks like.

### **Sexual harassment**

Sexual violence and sexual harassment can occur between two children of any age and sex. It can also occur through a group of children sexually assaulting or sexually harassing a single child or group of children.

Any incidents of sexual harassment will be challenged and addressed immediately by school staff ensuring that we support, educate and protect the alleged victim and perpetrator. Adults will consider the age and developmental stage of each individual ensuring the sanction is balanced between education and safeguarding. We will monitor the frequency of these incidents for recurrence.

As a school, we will only exclude a child if the incident involves sexual assault, as recommended by the police. Children involved will be kept in isolation until all investigations and actions have taken place. All staff receive regular safeguarding training so they are aware of the process for reporting these incidents.

### **Responding to reported incidents:**

For all incidents of sexual violence and sexual harassment, we will record the assessment in annex 7 in the child protection policy. For all other areas of child on child abuse, we will use the risk assessment in appendix 7 of this policy. The risk assessment will inform whether we need to:

- Manage the incident internally
- Refer to early help
- Refer to children's social care
- Report to the police

**Our response to incidents will be:**

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

We will support and listen to all of the pupils involved. The alleged perpetrator will be offered support and education so that they can change their behaviour.

If the report includes an online element, staff will be mindful of the Searching, Screening and Confiscation: advice for schools (DfE 2018) guidance. Staff taking the report will inform the DSL /DDSLs as soon as practicably possible but at least within 24 hours. Staff taking a report will never promise confidentiality.

If a child is at risk of harm, is in immediate danger, or has been harmed, a referral will be made to **Children's Social Care (01329 225379)**.

**Possible sanctions:**

It is not possible to map out perfectly which sanctions will be used for which behaviours, as the context will impact how we handle each incident. We will take the safety and wellbeing seriously, listen to all accounts carefully, act on any concerns and not tolerate or accept abuse.

After all incidents we will involve parents and only after serious incidents involve the police.

**Appropriate sanctions to list might be:**

- A verbal warning
- Keeping the pupil behind after class to apologise to their peer
- A phone call to parents
- Detention
- A period of internal exclusion (length dependent on incident)
- Fixed-term (length dependent on incident) or permanent exclusion

**How to decide what sanction is appropriate**

The response to each incident will be proportionate in our school. For example, we will address a 'lower-level' incident such as a sexist comment through education, our RSHE curriculum and the way our school promotes respect.

We will balance the importance of safeguarding other pupils with the need to support, educate and protect the alleged perpetrator(s).

The following considerations will be considered for each case:

- The age and developmental stage of the alleged perpetrator(s)
- The nature and frequency of the alleged incident(s)



- How to balance the sanction alongside education and safeguarding support (if necessary, these should take place at the same time)

We will only use exclusion from school in the most severe cases, for example if the police recommend we exclude a pupil after an incident of sexual assault. If this happens and we still wish to keep the pupil in school, we will need mitigations in place based on risk assessment to protect other pupils, such as keeping that child in isolation.

### **Taking the wishes of the victim(s) into account:**

We will keep victims at a reasonable distance from the alleged perpetrator(s) while on the school premises (including during any before or after school-based activities). We will listen to the victim(s), their wishes will inform our response to make the final decision.

### **Culture of respect**

Due to a wider society culture of victim blaming, pupils may be afraid of how reporting incidents of abuse and harassment reflects on them. We create a culture and ethos of respect, tolerance, acceptance and diversity making it easier for pupils to call out incidents and harder for anyone to get away with sexist or inappropriate sexual behaviour.

We will encourage pupils to call out and report anything that makes them uncomfortable, no matter how 'small' they think it is.

We will let pupils know that we will:

- Take their safety and wellbeing seriously
- Listen to them
- Act on their concerns
- Not tolerate or accept abuse

We will make it clear that reporting incidents benefits everyone, including:

- The victim(s): by stopping the problem and getting the help and support they need
- Other people: by preventing it happening to someone else
- The alleged perpetrator(s): catching problematic behaviour early to help them avoid criminal offences later in life

### **Promoting appropriate sexual behaviours:**

As well as focusing on what is inappropriate, we will help pupils to understand what good and healthy sexual behaviour means.

Our RSHE curriculum will cover important areas such as:

- Consent
- What respectful behaviour looks like
- Body confidence and self-esteem
- Healthy relationships
- Ensuring our curriculum and wider life aspects of the school are gender inclusive

### **Getting parents involved immediately**

We will monitor these incidents and keep a record on CPOM's. No matter how 'low-level', we will let parents know what their child has said or done.

- Get the parents on board in condemning the behaviour
- Start an important conversation between the pupil and their parents about acceptable and unacceptable sexual behaviour
- Work towards a solution together

This can be a phone call or a face-to-face meeting, but it's important that it happens **immediately** and **every time** staff have concerns about a child's behaviour.

### **Offering support to the perpetrator**

We will offer the perpetrator a safe space to explain what may have happened to them and to discuss how their actions weren't appropriate. Gently but firmly condemn the behaviour, not the pupil – otherwise they won't feel safe to open up about their own experiences.

As a school, we will devise a plan to help the perpetrator modify their behaviour – this may involve ELSA, Lego Therapy, a referral to a relevant external agency (if appropriate) or an outreach programme so that children can hear first-hand the impact of their behaviour(s.)

## **15.Safeguarding**

The school recognises that changes in behaviour may be an indicator that a pupil needs 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.

## **16.Off-site behaviour**

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

- Taking part in any school-organised or school-related activity (e.g. school trips)
- Travelling to or from school
- Wearing school uniform
- In any other way identifiable as a pupil of our school

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

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

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

## **17. Online Misbehaviour**

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

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

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

## **18. 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 needs 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.

## **19. Severe Misbehaviour**

Incidents which are considered to be very serious must be dealt with immediately by a member of the senior leadership team and may bypass the previous sanction steps.

Any behaviour deemed to be serious will result in immediate contact with parents. A member of the senior leadership team will consider carefully the type of serious incident the child has been involved in. It may be appropriate to use one of the sanctions below:

- Fixed period of internal exclusion (playtime, lunchtime)
- Restriction of privileges and responsibilities.
- Extended period of Break-time supervision.
- Specific behavioural support programme or intervention
- Report of incident to the police.

### **Exclusion**

The school follows DfE and Hampshire County Council's guidance on exclusion. Only the Headteacher can exclude a pupil from school. Exclusion should not be decided in the heat of

the moment although a rapid response can be made if there is an immediate risk to the safety of others in the school or the pupil concerned. A decision to exclude a child will be taken if:

- The pupil seriously breaches the school discipline policy in a violent way;
- A range of alternative strategies have been tried and failed;
- If allowing the pupil to remain in school would seriously harm the welfare of the pupil, other pupils, or staff.

Exclusion can be in response to a single, very exceptional incident or more usually as a result of a number of incidents growing in seriousness over a period of time.

Before reaching a decision the Headteacher will:

- Consider the written evidence. If there is doubt that the pupil actually did what is alleged the pupil will not be excluded.
- Allow the pupil to give their version of events
- Check whether racial, sexual or other forms of harassment provoked the incident and take these into consideration
- If necessary consult others.

The class teacher of an excluded pupil is required to set and mark work for the duration of the exclusion period in line with the DfE recommendations.

## **20. Removal from Classrooms**

In response to serious or persistent breaches of this policy, the school may remove the pupil from the classroom for a limited time.

Pupils who have been removed will continue to receive education under the supervision of a member of staff that is meaningful, but it may differ from the mainstream curriculum.

Removal is a serious sanction and will only be used in response to serious misbehaviour. Staff will only remove pupils from the classroom once other behavioural strategies have been attempted, unless the behaviour is so extreme as to warrant immediate removal.

Removal can be used to:

- Restore order if the pupil is being unreasonably disruptive
- Maintain the safety of all pupils
- Allow the disruptive pupil to continue their learning in a managed environment
- Allow the disruptive pupil to regain calm in a safe space

Pupils will not be removed from classrooms for prolonged periods of time without the explicit agreement of the headteacher.

Pupils should be reintegrated into the classroom as soon as appropriate and safe to do so. The school will consider what support is needed to help a pupil successfully reintegrate into the classroom and meet the expected standards of behaviour.

Parents will be informed on the same day that their child is removed from the classroom.

Staff will record all incidents of removal from the classroom along with details of the incident that led to the removal, and any protected characteristics of the pupil in the CPOMS behaviour log.

## 21. Reasonable Force

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

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

Incidents of reasonable force must:

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

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

## 22. Confiscation

Any prohibited items found in pupils' possession will be confiscated by any member of staff. These items will not be returned to pupils.

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

Searching and screening pupils is conducted in line with the DfE's [latest guidance on searching, screening and confiscation](#). This includes a list of prohibited items that teachers are permitted to search for.

## 23. Responding to Misbehaviour from pupils with SEND

### Recognising the impact of SEND on behaviour

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

When incidents of misbehaviour arise, we will consider them in relation to a pupil's SEND, although we recognise that not every incident of misbehaviour will be connected to their

SEND. Decisions on whether a pupil's SEND had an impact on an incident of misbehaviour will be made on a case-by-case basis.

When dealing with misbehaviour from pupils with SEND, especially where their SEND affects their behaviour, the school will balance their legal duties when making decisions about enforcing the behaviour policy. The legal duties include:

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

As part of meeting these duties, the school will anticipate, as far as possible, all likely triggers of misbehaviour, and put in place support to prevent these from occurring.

Any preventative measures will consider the specific circumstances and requirements of the pupil concerned.

### **Adapting sanctions for pupils with SEND**

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

- Whether the pupil was unable to understand the rule or instruction?
- Whether the pupil was unable to act differently at the time as a result of their SEND?
- Whether the pupil is likely to behave aggressively due to their particular SEND?

If the answer to any of these questions is yes, it may be unlawful for the school to sanction the pupil for the behaviour.

The school will then assess if it is appropriate to use a sanction and if so, whether any reasonable adjustments need to be made to the sanction.

### **Considering whether a pupil displaying challenging behaviour may have unidentified SEND**

The school's special educational needs co-ordinator (SENCO) may evaluate a pupil who exhibits challenging behaviour to determine whether they have any underlying needs that are not currently being met.

Where necessary, support and advice will also be sought from specialist teachers, an educational psychologist, medical practitioners and/or others, to identify or support specific needs.

When acute needs are identified in a pupil, we will liaise with external agencies and plan support programmes for that child. We will work with parents to create the plan and review it on a regular basis.

### **Pupils with an education, health and care (EHC) plan**

The provisions set out in the EHC plan must be secured and the school will co-operate with the local authority and other bodies.

If the school has a concern about the behaviour of a pupil with an EHC plan, it will contact the local authority to discuss the issue. If appropriate, the school may request an emergency review of the EHC plan.

## **24. Exceptional Circumstances**

The Headteacher, or in her absence the Deputy Headteacher, reserves the right, if appropriate to override the structure outline in this policy and may:

- a) Inform the parents directly in the event of unacceptable behaviour
- b) Remove privileges and / or withdraw a child from groups, activities, sporting events, take away responsibilities, etc.

## **25. Pupil transition**

To ensure a smooth transition to the next year, pupils have transition sessions with their new teacher(s). In addition, staff members hold transition meetings. Where necessary, individual meetings around specific children take place with key staff and parents / carers.

To ensure behaviour is continually monitored and the right support is in place, information related to pupil behaviour issues will be transferred to relevant staff before the start of the term or year. Information on behaviour issues may also be shared with new settings for those pupils transferring to other schools.

## **26. Training**

Our staff are provided with training on managing behaviour, including proper use of restraint, as part of their induction process.

Behaviour management will also form part of continuing professional development.

## **27. Monitoring arrangements**

The Pastoral and Inclusion Leader will:

- monitor behaviour and detention records on CPOMS on a weekly basis to ensure rapid support and intervention
- undertake formal monitoring of the number of incidents, types of incidents and pupils and feedback actions to Senior Leadership Team once a month
- monitor and support teachers to address low level class behaviour
- formally report to the Governing Body on behaviour monitoring, actions and outcomes

This behaviour policy will be reviewed by the Headteacher and governing body every year. At each review, the policy will be approved by the Headteacher. The policy will be publicised at least once a year to staff, parents and pupils at least once a year.

## **Appendix 1: written statement of behaviour principles**

- Every pupil understands they have the right to feel safe, valued and respected, and learn free from the disruption of others
- All pupils, staff and visitors are free from any form of discrimination
- Staff and volunteers set an excellent example to pupils at all times
- Rewards, sanctions and reasonable force are used consistently by staff, in line with the behaviour policy
- The behaviour policy is understood by pupils and staff
- The exclusions policy explains that exclusions will only be used as a last resort, and outlines the processes involved in permanent and fixed-term exclusions
- Pupils are helped to take responsibility for their actions
- Families are involved in behaviour incidents to foster good relationships between the school and pupils' home life

The governing board also emphasises that violence or threatening behaviour will not be tolerated in any circumstances.

This written statement of behaviour principles is reviewed and approved by the governing body every year.



## Appendix 2: Specific behavioural expectations to be driven by all staff

<b>Inside the school building</b>	<b>Moving around the school as a class / group</b>
Walking at all times School shoes Shirts tucked in to show we are ready for learning Considerate kindness e.g. holding doors Hands out of pockets	Orderly fashion usually a line Lines constructed to ensure that children stand / sit next to children who will support behaviour and not distract Quiet or silent as appropriate Holding doors for others
<b>Playtime</b>	<b>Wet Play</b>
Considerate and careful play Respectful listening to adults Good sportsmanship Looking out for others and showing kindness Let others join games Walk on the paths Respect any equipment and treat it with care	Calm behaviour In own class Sitting down Responsible for tidying up Quiet and appropriate games Respectful play Permission from an adult to leave a room Staff promote and praise positive behaviour
<b>Dining Hall</b>	<b>Office</b>
Walk calmly in and out of hall Always walk around the hall Speak quietly to those around us Be polite and respectful to all Please and thank you Use cutlery correctly Don't talk with food in mouth Tidy own mess Put hand up to speak to adult	Good morning / afternoon Mrs ..... Please may I ..... Thank you ..... Wait silently until a staff member is available e.g., off the phone, not talking to another person

## Appendix 3: Behaviour Modification Strategies

When children exhibit poor behaviour over a protracted period of time, the school uses a range of behaviour modification strategies. These include strategies such as:

- Use of child specific target cards and associated rewards
- Modelling good behaviour
- Peer Support e.g., playground buddy
- Conferencing children individually
- Time out / chill out area
- Timers
- Mentoring from a key adult
- Marbles in a jar
- Circle Time
- Identification of a trusted adult to talk through issues with
- Increased parental involvement in modification strategies
- Anger management support through the ELSA
- Membership of social skills group
- Circle of friends/ support from Playground Buddies
- Adaption of working environment
- Differentiated curriculum
- Use of Educational Psychologist and/or educational Psychiatrist for specific advice
- Use of Education Other Than At School (EOTAS) for advice

## **Appendix 4 : Example of Behaviour Actions and Consequences Guidelines**

The prevention of behaviour begins in the classroom through the PDL curriculum, establishing positive relations, setting clear ground rules and boundaries, making expectations clear and maintaining this consistently both inside and outside the classroom. When planning work ensure that it matches the needs of the child and that children who find learning difficult are sat in places that will encourage good behaviour. All staff must communicate any incidents in accordance to the guidelines above and contact parents when necessary.

<b>Low Level</b> (this is not a conclusive list but an example of the types of behaviour- adults to use professional judgement)
Calling out Not listening Not completing tasks Disturbing others Silly behaviour Not giving 100%
<b>Action:</b> Explicit verbal warning to remind them about behaviour. If the behaviour continues move the name across to the 'Not following School Rules' side of the classroom board.
<b>More serious low level behaviour:</b>
Showing signs disrespect (this can be a roll of the eyes, shrug of shoulder etc) Arguing back Being rude Refusing to follow instructions
<b>Action:</b> Move name instantly across to the 'Not following School Rules' side of the board and clearly explain why this was a straight move due to the level of misbehaviour. Tell the child that one further misbehaviour will result in a detention.
<b>Serious behaviour:</b>
Injury to another child Aggressive behaviour (where the child is putting themselves or others at risk)
<b>Action:</b> Report directly to a member of SLT. Straight detention given as a minimum sanction and parents/carers contacted.

Behaviour	Example	Action & Consequence
<b>Fighting/arguing</b>	Argument at playtime/lunchtime where one child is upset or injured.	If at playtime/lunchtime person on duty to inform class teacher or member of SLT (professional judgement needs to be made about the severity of the situation). Class teacher or SLT to talk to children involved. If a physical fight, this will at minimum be a straight detention. Adult dealing with to write up on CPOMs Contact parents to inform them- especially if child injured to explain that the matter has been dealt with.
<b>Bullying</b>	Continuous verbal or physical taunting and threats- patterns noticed on behaviour log.	If at playtime/lunchtime person on duty to inform class teacher or member of SLT (professional judgement needs to be made about the severity of the situation). Adult to talk to children involved. Preventions and actions put into place. Contact parents and inform them what action school is taking. Write up on CPOMS so SLT can track progress. If bullying continues, refer to the section on sanctions as to next steps.
<b>Disrespectful/low level disruptive behaviour</b>	Rudeness/answering back. Disobeying adults. Shouting, making loud noises. Unnecessary moving around class or talking in class 'Low-level' noises and actions e.g. swinging on chairs, tapping pencil, rulers etc. Shouting, making loud noises during lessons. Rudeness. Stopping other learning.	Class teacher/adult working with child reminder of school rules and consequences Issue a warning and then follow actions as spelt out in policy if the behaviour continues.  - name moved - detention issued - parents / carers informed  If behaviour continues, class teacher to follow the guidance that it written in the sanction section of this policy.

## Appendix 5: Sanctions – Behavioural Support Card

Name of Child: \_\_\_\_\_ Class: \_\_\_\_\_

Week Beginning:

My behavioural targets to work on this week:

1) \_\_\_\_\_

2) \_\_\_\_\_

3) \_\_\_\_\_

☺ Met my targets	Monday	Tuesday	Wednesday	Thursday	Friday
☹ Did not meet my targets	<i>Staff Member responsible for child at each session to grade with a smiley face and initial. Any comments to be dated and recorded on the back.</i>				
<b>1<sup>st</sup> Session</b> (8:30 – 10:20)					
<b>Assembly Time</b>					
<b>Playtime</b>					
<b>2<sup>nd</sup> Session</b> (11:00 – 12:00)					
<b>Lunchtime</b>					
<b>Afternoon Session</b> (1:00 – 3:20)					
<b>Signature of Year or Inclusion Leader</b>					

## **Appendix 6: Lunchtime and Playground Procedures**

We recognise that playtimes and lunchtimes are important times for children to develop social skills and to let off steam. We do insist that children conduct themselves in a safe and pleasant manner and adhere to the school rules and codes of behaviour.

At playtimes there will always be supervision by teaching staff and lunchtimes are supervised by the lunchtime supervisors and learning support assistants. In the event that children do not conform to our rules the following procedures will apply.

### **During Playtime – duty adults**

At playtime, if behaviour is unacceptable then the adult on duty will inform the appropriate class teacher. Once back in class, the sanctions given out at playtime are added to any already given out in class that morning and the relevant sanction will be applied. If necessary, class teacher to record on CPOMS.

### **During Lunchtimes – lunchtime supervisors**

Raffle tickets and stickers will be made available to the lunchtime supervisors to award children demonstrating exceptional behaviour at lunchtime.

The Behavioural Leader and / or Assistant Headteacher will have overall responsibility for monitoring lunch time behaviour and the use of sanctions. Where there is poor behaviour, a lunchtime behaviour slip is filled in and handed to the class teacher. If appropriate the class-teacher will apply a sanction and record on CPOMS as necessary.

## Appendix 7: Child on child Abuse Risk Assessment:

AREA OF RISK	CONSIDERATIONS	CHILD 'A'	CHILD 'B'	NOTES	ACTIONS
<p>Details of the incident</p> <p>Record details of the incident from the point of view of both children</p>	<ul style="list-style-type: none"> <li>• How serious is the incident? Was it a crime?</li> <li>• Were there any other victims?</li> <li>• Do we need to make arrangements to limit contact between the children involved, other than keeping them a reasonable distance apart on school premises including at before and after-school activities? (If the allegation relates to rape, assault by penetration, or sexual assault, the answer is automatically yes)</li> <li>• How did the school find out about it? Was it reported directly or by someone else with knowledge of the incident?</li> <li>• Did the incident take place within an intimate relationship between the children?</li> <li>• Are there any related issues, including links to child sexual exploitation and child criminal exploitation?</li> </ul>			<p>Use this column to record additional information that may be relevant.</p> <p>For example, previous, unrelated behaviour incidents</p>	

AREA OF RISK	CONSIDERATIONS	CHILD 'A'	CHILD 'B'	NOTES	ACTIONS
Social risks	<ul style="list-style-type: none"> <li>• Do the children share a peer group? Are people in their friend group likely to take sides?</li> <li>• Do they both attend your school?</li> <li>• Do other people know about the incident? Do those people understand:               <ul style="list-style-type: none"> <li>○ Who they can talk to if they have concerns about the people involved, or about their own safety and wellbeing</li> <li>○ The importance of confidentiality</li> <li>○ If, and how, they may need to be involved in any further investigations</li> </ul> </li> <li>• Are they likely to be the subject of gossip, bullying or further harassment?</li> <li>• Have there been previous incidents of sexually inappropriate behaviour within their peer group(s)?</li> <li>• Do they risk being alienated from their friend group(s) as a result of this incident?</li> </ul>				



AREA OF RISK	CONSIDERATIONS	CHILD 'A'	CHILD 'B'	NOTES	ACTIONS
Physical risks	<ul style="list-style-type: none"> <li>• Do they feel, or continue to feel, physically threatened by the other child?</li> <li>• Do you have reason to believe there is a continued risk to the safety and wellbeing of the children involved, or other pupils and staff?</li> <li>• Is either party at risk of physical harm as a result of this incident (for example, bullying or 'retribution' by peers)</li> <li>• Do they share classes/break times/etc.?</li> <li>• Are they likely to come into contact with each other (or anyone else involved in/with knowledge of the incident) outside of school? How can such contact be limited?</li> </ul>				

AREA OF RISK	CONSIDERATIONS	CHILD 'A'	CHILD 'B'	NOTES	ACTIONS
Environmental risks	<ul style="list-style-type: none"> <li>• Do they live in a home where violence or abuse has occurred?</li> <li>• Do they live in or near an area or location known to police to be high risk for sexual harassment or assault?</li> <li>• Are they active on social media? If so, how? Do they know how to protect themselves from online grooming?</li> <li>• What activities do they take part in outside of school?</li> <li>• Are parents clear about: <ul style="list-style-type: none"> <li>○ How the school (and partner agencies) are handling the incident?</li> <li>○ Confidentiality?</li> <li>○ The conduct expected of them while an investigation is ongoing?</li> </ul> </li> </ul>				