

# CAMS HILL SCHOOL

## GOOD BEHAVIOUR POLICY



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### **Statutory**

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## Introduction

Cams Hill School is committed to creating an environment where exemplary behaviour is at the heart of productive learning. Good behaviour is crucial to helping children achieve their potential, both academically and as members of the School and wider community. Everyone is expected to maintain the highest standards of personal conduct, to accept responsibility for their behaviour and encourage others to do the same. As members of our school community, we adhere to the values of being: 'Ready, Respectful, Resilient' (RRR).

We believe that promoting good behaviour and rewarding success, coupled with having clear rules that are fair and easily understood, helps pupils to do this. The vast majority of pupils behave well, are friendly and cooperative, and act as excellent ambassadors for the School and others. It is important that their successes are recognised through praise and rewards. Some pupils may struggle from time to time, either because of issues at home or because of other factors. Central to the ethos of Cams Hill School is the understanding that we will all work together - staff, parents, carers and pupils - to ensure the best possible outcomes for every single pupil.

Cams Hill School considers all reasonable adjustments when applying the Good Behaviour Policy.

## Principles

At Cams Hill School, we believe that every person is equally important and that no one has a right to harass, insult or cause offence to any other person for any reason. We particularly reject the way that some people abuse others, because of issues relating to age, gender, ethnicity, disability, sexual orientation or any other reason. We believe that these principles underpin pupils' behaviour and all that we do as adults.

It is the School's intention to provide every pupil with the opportunity to reach their full potential in an environment which encourages co-operation, understanding and tolerance. We aim to create an environment where teachers can teach and every child can learn freely and fully without disturbance. We encourage positive relationships and aim to develop the personal skills and discipline needed to be successful in later life.

We seek positive relationships with all our parents and carers and wish to encourage a shared approach to ensure that pupils achieve their potential, both academically and as members of the School and wider community.

All members of our community, pupils, staff, and parents/carers, have the same clear expectations of behaviour, and these are supported by clear daily routines as the norm and underpinned by our policies.

We meet the needs of our learners by offering them every opportunity to learn and develop, celebrating our skills, talents and successes within a community underpinned by the principles identified in the Behaviour Curriculum.

## Cams Hill School Behaviour Curriculum

Ready		
Be on time	because	it shows respect to our community
Be equipped	because	you must be prepared to learn
Wear full school uniform/correct PE kit on PE days	because	it is a key value of our community
Enter the lesson and exit calmly at the end	because	lessons need to start promptly and end calmly and quietly
Respectful		
Follow all instructions from members of staff – first time	because	our community members deserve respect and safety

Listen and respect the views of others, treating people fairly, regardless of differences	because	everybody has a right to feel heard and valued, included and safe
Be polite and show good manners to everyone	because	manners are an important part of a respectful society
Look after our environment and our community	because	we all benefit if the school's environment is a clean, tidy, sustainable and happy place
Respect the school rules	because	respecting them is an integral part of a community where members value each other
<b>Resilient</b>		
Take part fully in lessons	because	your learning and progress are the reasons you are here
Embrace challenge, new learning and new concepts	because	you will really benefit from pushing yourself
Be aware of what is happening around you and speak out about what's right	because	we all have a responsibility to make sure everyone is safe
Have a can-do attitude, positive mindset and aspire to be the best you can be	because	having a positive mindset will help you succeed
Be willing to make, and learn from, mistakes	because	this is how we learn and grow

Cams Hill School is committed to continuing to develop an ethos for learning of achievement, based on outstanding teaching, a challenging, enriching and relevant curriculum and high standards of behaviour by:

- Creating a culture of exceptionally good conduct: for learning, for community, for life.
- Building a community which values kindness, care, good humour, and empathy for others.
- Refusing to give pupils attention and importance for poor conduct.
- Ensuring that excellent behaviour is a minimum expectation for all.
- Encouraging pupils to recognise that they can and should make 'good' choices.
- Promoting self-esteem and self-discipline.
- Teaching appropriate conduct through positive intervention.
- Reinforcing good behaviour to help pupils feel good about themselves.
- Employing an effective reward system and celebrating success helps to further increase children's self-esteem enabling them to achieve even more.
- Understanding each pupil's needs and their individual circumstances helps us to act in the fairest way possible for that pupil, at that moment.

## Teaching the Behaviour Curriculum

Good behaviours are explicitly taught and regularly refreshed to ensure all pupils understand the expectations of them. The learning behaviour and expectations set out clear parameters for behaviours for learning, standards and routines, so that we have a shared and consistent language of expectations across the school.

It is important that all school staff know the details of this curriculum, teach it explicitly to children and continuously maintain the high standards we set. By doing so we support each other to create a culture where pupils feel safe and are able to learn in an optimised environment and where teachers are free to teach.

We aim to provide the best possible educational experience for all of our community within a well-ordered and purposeful learning environment ensuring all members of Cams Hill School are 'Ready, Respectful, Resilient'.

We believe passionately in the power of praise and recognition as a key tool to motivate and encourage a growth mind-set. We aim to ensure that praise will outweigh criticism by a ratio of 5:1.

Multi-agency referrals and assessments will be used to identify and meet the needs of pupils who display persistent, disruptive behaviour; managed moves, school to school referrals and alternative provision are utilised as appropriate.

We ensure that our Good Behaviour Policy follows the latest guidance documents from the Department for Education (Appendix 1).

We also acknowledge the school's legal duties under the Equality Act 2010, in respect of safeguarding and in respect of pupils with special educational needs.

## Praise and Reward

Our praise and recognition system is designed to celebrate the success of all our pupils. It is underpinned by the belief that continual praise of each pupil's own personal best behaviour and attitude to work is fundamental to establishing and reinforcing appropriate behaviour and work patterns. Verbal praise, telephone calls home and positive postcards are used routinely to create and reinforce positive relationships at all times. These are recorded by the teacher on School Synergy.

House points are awarded by all staff and are logged on the positive section of School Synergy. The number of house points received by pupils is monitored by the Tutor and Head of Year. Individual progress is reviewed weekly and used as a basis for discussion and further achievement. Every term, pupils will attend celebratory assemblies. House points give instant recognition and motivation for achievements in subject areas, and from the Year Teams. House points are awarded for standards achieved above 'normal' expectations - for pupils who go 'above and beyond'.

Further details of Praise and Reward can be found in the [Praise and Reward Policy](#).

## Early Intervention

- The School recognises the importance of early intervention and preventative work in its positive reinforcement approach to behaviour management.
- The School will take steps to encourage young people to take responsibility for their own behaviour and help them to recognise the consequences of inappropriate behaviour.
- The School will provide training for staff in order to promote positive and consistent behaviour standards within the School.
- Parents and carers will be contacted promptly to notify them of any serious incidents of misbehaviour in which their child has been involved.
- The School will take steps to identify pupils who may benefit from early intervention through the effective management of transition points at all Key Stages.

## Behaviour Support

The School will regularly review the support available to those individual pupils identified as being at risk of suspension or exclusion. This will include, but is not limited to:

- Mentoring - The School has a team of mentors who can work on a 1-2-1 basis with individual pupils or work with small groups.
- Access to alternative curriculum – The School uses several providers in the local area.
- Teaching strategies – Heads of Year or the SENDCo will devise strategies for staff in order to make reasonable adjustments for pupils should their behaviour be the result of a Learning Need, Difficulty, Disability or Medical Condition.

- Planned “Time In” - Pupils who experience difficulty with impulsive behaviour can be offered a Time In card where they will have a trusted adult to help when they feel additional support is needed.
- Planned Time Out is only implemented where there is a medical or SEND professional referral.
- Report Cards and Acceptable Behaviour Contracts (ABC) – A Report Card or ABC is used for a period of two weeks when a pupil returns from a suspension or requires additional support and monitoring. It outlines what the pupil has agreed to do in order to make positive choices.
- Individual Behaviour Support Plan (IBSP) – An IBSP is used for those pupils who struggle to regulate or with their unproductive behaviour. It will identify targets for the pupil to improve and outline the strategies and support that is being provided for them.
- SENDCo planned interventions - This could mean a short-term intervention delivered internally by a Curriculum Linked Teaching Assistant or an ELSA or it could be part of a programme delivered by external agencies.
- Personalised Timetable - Set up for individuals to support learning or unproductive behavioural needs, this could take place through SENDCo or the Year Teams and be accessed with or without the support of external agencies or an Education Centre.
- Referral to and working with external agencies - The School has excellent partnerships with Educational Psychology, the Youth Crime Prevention Service, the Police, and Children’s Services. The School will refer pupils if our own strategies have not impacted on a pupil’s behaviour choices.

Staff will deal with any pupils who are not behaving in a way that is ‘Ready, Respectful, Resilient’ in a consistent, calm and adult manner. In lessons, the Class Teacher will follow the procedures below with any pupil whose conduct is hindering their own learning and that of the other pupils in the class. Each lesson will be treated as a fresh start.

<b>STEPPED ACTIONS</b>	
<b>1.</b>	<b>CAUTION</b> Give a clear verbal caution to make the pupil aware of their behaviour, clearly outlining the consequences to come.
<b>2.</b>	<b>REFLECT</b> Ask the pupil to stand outside the class for no more than two minutes, so that the pupil can reflect on their next steps. Before the pupil re-enters, the teacher will speak to the pupil outside to reset the boundaries, again reminding the pupil of their previous good conduct/attitude/learning, and giving them a final opportunity to engage to avoid being relocated to another lesson. Log on School Synergy.
<b>3.</b>	<b>RELOCATE</b> Ask the pupil to leave the lesson, with work, to go to the appropriate class within the Department. Log on School Synergy.
<b>CLOSING THE LOOP</b> If possible, a discussion should take place before the next lesson. An ideal opportunity for this would be during the Centralised Detention. It should be a non-confrontational conversation regarding the behaviour.	

Consequences for being relocated include a 40-minute detention to complete missed work in the pupil’s own time, after school.

The expectation that pupils will behave in such a way that they are ‘Ready, Respectful, Resilient’ also applies during break and lunch times, on the way to and from school, on a trip and in any other circumstance that could adversely affect the reputation of the School, have repercussions for the orderly running of the School and/or pose a threat to another pupil in the School. In addition, other pupils will face consequences if they choose to associate with pupils who are not behaving in a way that is ‘Ready, Respectful, Resilient’.

Pupils who persistently behave in such a way that demonstrates that they are not ‘Ready, Respectful, Resilient’ will be referred for further assessment (internally or externally) to ensure they do not have any unmet needs.

In addition, such pupils will be monitored by the Curriculum Leader or the Year Team, as appropriate to individual cases.

## Centralised Detention System (CDS)

The School runs a centralised detention system. Detentions are issued when a pupil breaches Cams Hill School's Good Behaviour Policy or fails to meet the School's expectations regarding conduct.

Staff will not set blanket 'whole class' detentions. Individual pupils will be issued with a detention as a sanction for their individual breach of the School's policy.

## Pupils with Specific Identified Special Educational or Additional Needs

On a regular basis, the School's SENDCo meets with the Year Teams and the School's Safeguarding Culture Lead to discuss and identify pupils with specific Special Educational or Additional Needs who may need reasonable adjustments to the typical sanction processes such as alternative locations or time durations. Parents/carers will be notified by the School's SENDCo or the Safeguarding Culture Lead if their child is included in this specific group.

## Detention Levels

Detentions are progressive and issued in relation to the seriousness and level of the issue. Failure to attend a detention at one level leads to a next level referral. A pupil may, however, be issued immediately with a higher-level detention for a high-level misdemeanour. The detention levels can be found in Appendix 4 - 'Actions and Consequences', with the final decision at the Assistant Headteacher's discretion.

## Detention Procedures

### Issuing and Recording a Detention

When a detention is issued, the member of staff will record the detention on School Synergy.

Pupils will be reminded of after school detentions by their Tutor. The sanction does not begin until the end of the pupil's school day. Parents/carers will be informed of any after school detentions via School Synergy. If a pupil is late to school (after 0900), parents/carers will receive a text message informing them of their child's late arrival to school and any subsequent detention will be set on School Synergy.

Pupils' punctuality to all lessons is recorded. Any pupil more than 5 minutes late to a lesson will be placed in a 20 minute detention.

### Detention Clashes

A higher-level detention takes priority over a lower-level detention. Pupils must attend their higher-level detention in such circumstances.

### Queries Regarding Detention - Pupil

If an administrative error has been made by the issuing member of staff, the pupil must discuss this with the issuing member of staff prior to the detention.



## Queries Regarding Detention - Parent/Carer

If a parent/carers has a query regarding the reason for a set detention, they must communicate with the member of staff who set their child's detention via [office@camshill.com](mailto:office@camshill.com), marking the email FAO the relevant member of staff. Any general enquiries need to be forwarded to [office@camshill.com](mailto:office@camshill.com).

## Behaviour Points and Related Support Actions

Data is used to form regular discussions to support purposeful, proactive interventions for individual pupils during tutor time.

Pupils will also be raised by their Heads of Year/Assistant Heads of Year at the School's regular inclusion meetings to consider further support as part of an Individual Behaviour Support Plan (IBSP). Half termly data is also shared and discussed during Senior Leadership Team meetings. Persistent accumulation of behaviour points may also result in the removal of specific privileges such as representing the School, attending trips and use of sports facilities during break and lunchtime.

## Monitoring and Evaluating School Behaviour

The school will collect data on the following:

- Behavioural incidents, including removal from the classroom
- Attendance, permanent exclusion and suspension
- Use of pupil support units, off-site directions and managed moves
- Incidents of searching, screening and confiscation
- Anonymous surveys for staff, pupils, governors, trustees and other stakeholders on their perceptions and experiences of the school behaviour culture

The data will be analysed regularly by Heads of Year, the Inclusion and Isolation Lead, the Standards and Culture Lead, SLT and termly at the Governor's Pastoral Committee.

The data will be analysed from a variety of perspectives, including:

- At school level
- By age group
- By protected characteristic

The School will use the results of this analysis to make sure it is meeting its duties under the Equality Act 2010. If any trends or disparities between groups of pupils are identified by this analysis, the School will review its policies to tackle it.

## Community Service

Community service is used by the School as part of its sanction process. A pupil may be asked to engage in a community service activity such as litter picking, tidying a classroom, tidying the Dining Hall tables as part of or in place of a centralised detention.

## Actions and Consequences

A table detailing the school's actions and consequences can be found in Appendix 4.

## Internal Isolation (Referral Room)

There are alternative facilities which are used for those demonstrating behaviours which would usually lead to a suspension, it is a consequence for pupils who behave poorly and gives them an opportunity to reflect on their behaviour for learning. Internal isolation in the Referral Room allows pupils to access the school curriculum enabling them to remain part of the school community. The Referral Room reinforces expectations, the school rules and gives guidance to pupils to ensure that, although excluded from mainstream sessions, they still have specialist support. The Referral Room runs from 0900 through to 1530 (1500 on Tuesdays). Pupils who miss a day(s) in internal isolation through illness, non-compliance or any other reason will be expected to complete that/those day(s) prior to returning back into mainstream classes. Pupils are expected to work in silence away from the rest of the school community. Pupils will have alternative rest breaks.

## Senior Leadership Team (SLT) Isolation

Alternatively, the School may require pupils to complete their period of isolation under the supervision of a member of the Senior Leadership Team with similar protocols to those discussed above. SLT Isolation runs from 0900 through to 1600 (1530 on Tuesdays).

## Headteacher Isolation

In some situations, the School may require pupils to complete their period of isolation with the Headteacher; similar protocols to those discussed above will apply. Headteacher Isolation runs from 0900 to 1600 (1530 on Tuesdays).

## External Isolation - School to School

The School may require pupils to complete their period of isolation off site at another local school with whom the School has agreed similar protocols to those described above for Internal Isolation.

## Suspensions

When an incident is deemed sufficiently serious that a detention or other in-school sanction is insufficient, the Headteacher may decide to issue a suspension for a fixed period of time or permanently. If a pupil is suspended for more than six days, alternative provision will be arranged. Parents/Carers have a right to make an appeal to the Governors' Disciplinary Committee.

## Permanent Exclusion

A permanent exclusion is when a child is permanently excluded from the School and not allowed to return. Their name will be removed from the School roll.

Cams Hill School works closely with other local secondary schools and consequently managed moves may be used to give a pupil a fresh start in a different environment. In addition, we will refer pupils to alternative provision as appropriate.

## Confiscation, Searches and Screening

Searching, screening and confiscation at Cams Hill School is conducted in line with the DfE's latest guidance – [Searching, Screening and Confiscation: Advice for Schools \(July 2022\)](#).

In accordance with DfE guidance, the School will take account of the specific circumstances of pupils and will have regard to legislation concerning equal opportunities, SEND and vulnerable pupils.

## Confiscation

Any prohibited items (see below) found in a pupil's possession as a result of search will be confiscated. The items will not be returned to the pupil. We will also confiscate any item that is harmful or detrimental to school discipline. These items will be returned to pupils after discussion with senior leaders and parents/carers, if appropriate.

### Prohibited Items

- Knives and any dangerous items which can be construed as weapons and fireworks
- Alcohol
- Illegal drugs
- Stolen items
- Tobacco (including e-cigarettes, vapes and filters), lighters/matches and cigarette papers
- Pornographic images
- Any article that has been or is likely to be used to commit an offence, cause personal injury or damage to property

### Banned Items

Includes all the prohibited items listed above and:

- Aerosols
- Laser light pointers
- Energy drinks

Weapons and knives, as well as any illegal drugs, will be, where applicable, handed over to the police.

### Items which are not Banned

- Mobile phones and Smart Devices (pupils are allowed to have these items in school but they will be confiscated if they are used)
- Smart watches (pupils are allowed to have these in school but they must be used solely to tell the time. These items will be confiscated if they are used for any other purpose).

Mobile phones will be confiscated for three days; stolen items will be returned to their owners where possible; other items may be destroyed.

## Searching a Pupil

Searches will only be carried out by a member of staff who has been authorised to do so by the Headteacher, or by the Headteacher themselves.

Subject to the exception below, the authorised member of staff carrying out the search will be of the same sex as the pupil, and there will be another member of staff present as a witness to the search.

An authorised member of staff of a different sex to the pupil can carry out a search without another member of staff as witness if:

- The authorised member of staff carrying out the search reasonably believes there is a risk that serious harm will be caused to a person if the search is not carried out as a matter of urgency; and
- In the time available, it is not reasonably practicable for the search to be carried out by a member of staff who is the same sex as the pupil; or
- It is not reasonably practicable for the search to be carried out in the presence of another member of staff.

When an authorised member of staff conducts a search without a witness, they should immediately report this to another member of staff and ensure a written record of the search is kept.

If the authorised member of staff considers a search to be necessary, but is not required urgently, they will seek the advice of the Headteacher, Designated Safeguarding Lead or a pastoral member of staff who may have more information about the pupil. During this time the pupil will be supervised and kept away from other pupils.

A search can be carried out if the authorised member of staff has reasonable grounds for suspecting that the pupil is in possession of a prohibited item or any item identified in the school rules for which a search can be made, or if the pupil has agreed.

An appropriate location for the search will be found. Where possible, this will be away from other pupils. The search will only take place on the school premises or where the member of staff has lawful control or charge of the pupil, for example on a school trip.

Before carrying out a search, the authorised member of staff will:

- Assess whether there is an urgent need for a search
- Assess whether or not doing the search would put other pupils or staff at risk
- Consider whether the search would pose a safeguarding risk to the pupil
- Explain to the pupil why they are being searched
- Explain to the pupil what a search entails – eg I will ask you to turn out your pockets and remove your scarf
- Explain how and where the search will be carried out
- Give the pupil the opportunity to ask questions
- Seek the pupil's co-operation

If the pupil refuses to agree to a search, the member of staff can give an appropriate behaviour sanction.

If they still refuse to co-operate, the member of staff will contact the Designated Safeguarding Lead/the Head of Year or Assistant Head of Year, to try and determine why the pupil is refusing to comply.

The authorised member of staff will then decide whether to use reasonable force to search the pupil. This decision will be made on a case-by-case basis, taking into consideration whether conducting the search will prevent the pupil harming themselves or others, damaging property or from causing disorder.

The authorised member of staff can use reasonable force to search for any prohibited items (identified above), but not to search for items that are only identified in the school rules.

An authorised member of staff may search a pupil's outer clothing, pockets, possessions, desks or lockers.

The person conducting the search must not require the pupil to remove any clothing other than outer clothing. Outer clothing includes any item of clothing that is not worn wholly next to the skin or immediately over a garment that is being worn as underwear, eg a jumper or jacket being worn over a t-shirt, as well as hats, scarves, gloves, shoes and boots.

## Searching Pupils' Possessions

Possessions means any items that the pupil has or appears to have control of, including desks, lockers, bags.

A pupil's possessions can be searched for any item if the pupil agrees to the search. If the pupil does not agree to the search, staff can still carry out a search for prohibited items (listed above) and items identified in the school rules.

An authorised member of staff can search a pupil's possessions when the pupil and another member of staff are present.

If there is a serious risk of harm if the search is not conducted immediately, or it is not reasonably practicable to summon another member of staff, the search can be carried out by a single authorised member of staff.

## Informing the Designated Safeguarding Lead (DSL)

The staff member who carried out the search must always inform the DSL without delay:

- Of any incidents where the member of staff had reasonable grounds to suspect a pupil was in possession of a prohibited item (as listed above)
- If they believe that a search has revealed a safeguarding risk

All searches for prohibited items (listed above), including incidents where no items were found, will be recorded in the School's safeguarding system.

## Informing Parents/Carers

Parents/carers will always be informed of any search for a prohibited item (listed above). A member of staff will tell the parents/carers as soon as is reasonably practicable:

- What happened
- What was found, if anything
- What has been confiscated, if anything
- What action the school has taken, including any sanctions that have been applied to their child

## Support After a Search

Irrespective of whether any items are found as the result of any search, the School will consider whether the pupil may be suffering or likely to suffer harm and whether any specific support is needed (due to the reasons for the search, the search itself, or the outcome of the search).

If this is the case, staff will follow the School's Child Protection and Safeguarding Policies and speak to the Designated Safeguarding Lead (DSL). The DSL will consider if pastoral support, an early help intervention or a referral to children's social care is appropriate.

## Strip Searches

The authorised member of staff's power to search outlined above does not enable them to conduct a strip search (removing more than the outer clothing) and strip searches on school premises shall only be carried out by police officers in accordance with the [Police and Criminal Evidence Act 1984 \(PACE\) Code C](#).

Before calling the police into school, staff will assess and balance the risk of a potential strip search on the pupil's mental and physical wellbeing and the risk of not recovering the suspected item.

Staff will consider whether introducing the potential for a strip search through police involvement is absolutely necessary and will always ensure that other appropriate, less invasive approaches have been exhausted first.

Once the police are on school premises, the decision on whether to conduct a strip search lies solely with them. The School will advocate for the safety and wellbeing of the pupil(s) involved. Staff retain a duty of care to the pupil involved and should advocate for pupil wellbeing at all times.

### Communication and Record-Keeping

Where reasonably possible and unless there is an immediate risk of harm, staff will contact at least one of the pupil's parents/carers to inform them that the police are going to strip search the pupil before strip search takes place, and ask them if they would like to come into school to act as the pupil's appropriate adult. If the School can't get in contact with the parents/carers, or they aren't able to come into school to act as the appropriate adult, a member of staff can act as the appropriate adult (see below for the role of the appropriate adult).

The pupil's parents will always be informed by a staff member once a strip search has taken place. The School will keep records of strip searches that have been conducted on school premises, and monitor them for any trends that emerge.

### Who Will Be Present

For any strip search that involves exposure of intimate body parts, there will be at least two people present other than the pupil, except in urgent cases where there is risk of serious harm to the pupil or others.

One of these must be the appropriate adult, unless:

- The pupil explicitly states in the presence of an appropriate adult that they do not want an appropriate adult to be present during the search, **and**
- The appropriate adult agrees.

If this is the case, a record will be made of the pupil's decision and it will be signed by the appropriate adult.

No more than two people, other than the pupil and appropriate adult, will be present, except in the most exceptional circumstances.

The appropriate adult will:

- Act to safeguard the rights, entitlement and welfare of the pupil
- Not be a police officer or otherwise associated with the police
- Not be the Headteacher
- Be of the same sex as the pupil, unless the pupil specifically requests an adult who is not of the same sex

Except for an appropriate adult of a different sex, if the pupil specifically requests it, no one of a different sex will be permitted to be present and the search will not be carried out anywhere where the pupil could be seen by anyone else.

## Care After a Strip Search

After any strip search, the pupil will be given appropriate support, irrespective of whether any suspected item is found. The pupil will also be given the opportunity to express their views about the strip search and the events surrounding it.

As with other searches, the School will consider whether the pupil may be suffering or likely to suffer harm and whether any further specific support is needed (due to the reasons for the search, the search itself, or the outcome of the search).

Staff will follow the School's Child Protection and Safeguarding Policies and speak to the Designated Safeguarding Lead (DSL). The DSL will consider if, in addition to pastoral support, an early help intervention or a referral to children's social care is appropriate.

Any pupil(s) who have been strip searched more than once and/or groups of pupils who may be more likely to be subject to strip searching will be given particular consideration, and staff will consider any preventative approaches that can be taken.

## Mobile Phones/Smart Devices

Cams Hill School does not allow mobile phones and other mobile/smart devices to be used during the school day. Research proves they can disrupt learning and progress and lead to increased incidents of bullying. If they are brought into school, they should be switched off and kept out of sight. Items are brought in at the owner's risk and Cams Hill School cannot take responsibility for loss or damage to these devices.

If a pupil is seen taking a mobile phone/smart device out during the school day, or if there is any use of a mobile phone/smart device during the school day, it will be confiscated and put in the school safe regardless of whether the mobile phone/smart device is the property of the person in possession of it. It will be securely locked away for three days. A phone call home will be made to advise parents and carers that this has taken place.

If a pupil refuses to hand over the mobile phone/smart device, they will be taken out of circulation and a three-day school to school sanction will be implemented.

The School acknowledges that some parents/carers and pupils may feel safer with access to a mobile phone. There is a school mobile phone which may be made available for a pupil to borrow if their phone has been confiscated. Use of this temporary phone will need to be organised via the Headteacher's PA and is only available in exceptional circumstances.

## Social Media

The School prohibits the publishing and distribution of any images which bring its name into disrepute, such as posting inappropriate images of pupils in uniform or any other members of the school community on Facebook or other social media. This could include activities which take place offsite if the Headteacher believes that this behaviour is detrimental to the reputation of the School.

Pupils who are discovered to have accessed social media sites during the school day will be sanctioned and the device which they used to access the site confiscated for three days.

## Online Behaviour

We acknowledge that even though the online space differs in many ways, we expect the same standards of behaviour online as those that apply offline; everyone should be treated with kindness, respect and dignity.

Incidents that occur online but off school premises and outside school time are in the realms of parental responsibility. The School may sanction pupils if these incidents negatively affect the life of the School.

## Measures to prevent bullying including sexist, prejudicial and discriminatory behaviour, child on child sexual violence and sexual harassment

Cams Hill School is committed to ensuring that everyone is included, respected, and safe in our community. We do not tolerate any discrimination, harassment or victimisation that is sexist, racist, homophobic, or based on a person's religion or belief, gender reassignment, disability, or involves any hatred comments or actions. This includes any behaviour or attitudes in person, or electronically, that create stereotypes of social roles based on any of the above. All members of the School's community are expected to constructively challenge this behaviour. All incidents will require a written apology in the first instance.

We have a zero-tolerance approach to sexual violence and sexual harassment; it is never acceptable and it will not be tolerated. It is especially important not to pass off any sexual violence or sexual harassment as 'banter', 'just having a laugh', 'part of growing up' or 'boys being boys' as this can lead to a culture of unacceptable behaviours and an unsafe environment for children, and measures will always be taken in line with the School's Actions and Consequences in Appendix 4 and the School's Child Protection and Safeguarding Policies. Additional support and/or education will be offered as appropriate and all incidents will be recorded and continuously monitored for any recurrence and sanctions escalated.

## Reasonable Force

In accordance with DfE guidelines ("Use of reasonable force: advice for headteachers, staff and governing bodies"), the school does not operate a "no touch" policy and there are occasions when physical contact with a pupil is "proper and necessary". These may include:

- comforting a distressed pupil;
- congratulating or praising a pupil;
- demonstrating how to use a musical instrument;
- demonstrating exercises or techniques during PE lessons or sports coaching;
- giving first aid.

There may also be occasions when "reasonable force" is needed, such as to prevent a pupil from committing an offence, or injuring themselves or others.

In addition, the Headteacher and staff authorised by the Headteacher can use such force as is reasonable when searching a pupil without consent for prohibited items.

In all instances, the school will notify parents and carers of incidents where reasonable force has been used. These incidents will be recorded and reported annually to the governing body.

## Allegations of Abuse against Staff

Any allegations of abuse should be reported to the Headteacher and will be dealt with according to the Staff Disciplinary Policy, Staff Code of Conduct and Staff Grievance Policy.

The Headteacher will ensure every effort is made to maintain confidentiality for the pupil and staff and will guard against unwanted publicity during the investigation. A member of staff will not automatically be suspended following an allegation - this outcome will only be determined as a result of evidence collated by the investigation.



Any allegations later found to be malicious or false may result in action being taken against the pupil(s) who has/have made these claims.

## Monitoring this Policy

This Good Behaviour Policy will be reviewed by the Headteacher and the Pastoral Governors' Committee at least annually, or more frequently if needed, to address findings from the regular monitoring of the behaviour data. At each review, the Policy will be approved by the Chair of the Pastoral Governors' Committee.

## APPENDIX 1 - Guidance Documents from the Department for Education

We ensure that our Good Behaviour Policy follows the latest guidance documents from the Department for Education:

- [Behaviour in schools: Advice for headteachers and school staff \(DfE September 2022\)](#)
- [Use of reasonable force: advice for Headteacher, staff and governing bodies \(DfE July 2013\)](#)
- [Searching, Screening and Confiscation: advice for schools \(DfE July 2022\)](#)
- [Suspension and Permanent Exclusion from maintained schools, academies and pupil referral units in England, including pupil movement \(DfE May 2023\)](#)

## APPENDIX 2: Responding to a Serious Safeguarding Concern or Significant Incident (involving physical behaviour)

In the situation of a serious safeguarding concern or other significant incident, please see the information below. We will gather information from all involved and, where possible, applicable or appropriate, review internally, CCTV as part of our investigation into the specific incident. CCTV cannot be shared externally unless requested by the police.

- We expect **all** pupils in the **immediate** vicinity to disperse and find a member of staff to support. This will dissolve the situation and help ensure that appropriate staff are able to support as soon as possible where needed. It also allows staff to intervene quickly and reduce the potential safeguarding risk.
- For any pupil **not** dispersing, or seen to be lingering or watching, we will view this as supporting antisocial behaviour and individuals will be sanctioned in line with the school's Good Behaviour Policy (ie L5).

**The school's expectation for pupils is that they leave the area directly and seek support from a member of staff.**

We have high expectations and each and every member of our community has a social responsibility that they need to fulfil. If pupils gather round and watch, we consider this to be inciting and encouraging behaviour. There will therefore be an appropriate sanction. This behaviour is not 'just what young people do', it is unacceptable and shows a lack of understanding with regard to social responsibility.

In addition to the above, and as outlined in the DfE publication 'Behaviour and Discipline in Schools – Advice for headteachers and school staff', the following will be dealt with in line with the school's Good Behaviour Policy:

- misbehaviour when the pupil is:
  - o taking part in any school-organised or school-related activity; or
  - o travelling to or from school; or
  - o wearing school uniform; or
  - o in some other way identifiable as a pupil at the school.
- or misbehaviour at any time, whether or not the conditions above apply, that:
  - o could have repercussions for the orderly running of the school; or
  - o poses a threat to another pupil or member of the public; or
  - o could adversely affect the reputation of the school.

Year 7 & 8

Eligibility for the End of Year House Celebration Day is to be based on a ratio of 95% positives to negatives.  
N.B. This does not give automatic eligibility – behaviour records will be reviewed before invited to attend.

## Praise and Reward Pyramid

Tutor Group Rewards in celebration assemblies

Summer Term Award Evenings

#holchocfriwithht

**450 House Points - Governors Platinum Award**  
Framed Platinum Certificate and Platinum Lapel Badge  
Afternoon Tea at the end of the academic year

Platinum Award

**375 House Points - Headteacher's Gold Award**  
Framed Gold Certificate and a Gold Lapel Badge  
Communication Home

Gold Award

**300 House Points - Silver Award**  
Silver Lapel Badge to be awarded by the Head of Year.

Silver Award

**250 House Points - Silver Achievement**  
Movie afternoon  
Communication Home

Silver Achievement

**150 House Points - Bronze Award**  
Cams Hill Pen  
Telephone call home from Tutor

Bronze Award

**75 House Points - Bronze Postcard**  
Ticket for Cookie from Cams Food  
Court Postcard and ticket

Bronze Achievement



At Cams Hill School positive conduct for all pupils, whether in lessons or extra-curricular, is translated into **house points**. The Praise and Reward Pyramid has been designed with pupil input to reflect the ideas and thoughts of pupil voice in the school.

Year 9 & 10

Eligibility for the End of Year House Celebration Day is to be based on a ratio of 95% positives to negatives.  
N.B. This does not give automatic eligibility – behaviour records will be reviewed before invited to attend.

## Praise and Reward Pyramid

Tutor Group Rewards in celebration assemblies

Summer Term Award Evenings

#holchocfriwithht

**350 House Points - Governors Platinum Award**

Framed Platinum Certificate and Platinum Lapel Badge  
Afternoon Tea at the end of the academic year

Platinum Award



**275 House Points - Headteacher's Gold Award**

Framed Gold Certificate and Lapel Badge  
Communication Home

Gold Award



**200 House Points - Silver Award**

Silver Lapel Badge to be awarded by the Head of Year.

Silver Award



**150 House Points - Silver Achievement**

Movie afternoon  
Communication Home

Silver Achievement



**100 House Points - Bronze Award**

Cams Hill Pen  
Telephone call home from Tutor

Bronze Award



**50 House Points - Bronze Postcard**

Ticket for Cookie from Cams Food  
Court Postcard and ticket

Bronze Postcard



At Cams Hill School positive conduct for all pupils, whether in lessons or extra-curricular, is translated into **house points**. The Praise and Reward Pyramid has been designed with pupil input to reflect the ideas and thoughts of pupil voice in the school.

Year 11

Silver award winners will be eligible for a **Movie and Pizza afternoon**, based on a ratio of 95% positives to negatives.  
N.B. Silver award does not give automatic eligibility – behaviour records will be reviewed before invited to attend.

## Praise and Reward Pyramid

Tutor Group Rewards in celebration assemblies

Leavers Assembly

#holchoctriwithht

**350 House Points - Governors Platinum Award**  
Framed Platinum Certificate and Platinum Lapel Badge  
Afternoon Tea at the end of the academic year

Platinum Award

**275 House Points - Headteacher's Gold Award**  
Framed Gold Certificate and Lapel Badge  
Communication Home

Gold Award

**200 House Points - Silver Award**  
Silver Lapel Badge to be awarded by the Head of Year.

Silver Award

**150 House Points - Silver Achievement**  
Movie afternoon  
Communication Home

Silver Achievement

**100 House Points - Bronze Award**  
Cams Hill Pen  
Telephone call home from Tutor

Bronze Award

**50 House Points - Bronze Postcard**  
Ticket for Cookie from Cams Food  
Court Postcard and ticket

Bronze Postcard



At Cams Hill School positive conduct for all pupils, whether in lessons or extra-curricular, is translated into **house points**. The Praise and Reward Pyramid has been designed with pupil input to reflect the ideas and thoughts of pupil voice in the school.

## APPENDIX 4: Actions and Consequences

Actions and Consequences						
	Action	Consequence	Set by	Led by	Communicated?	Follow up
L1	- Minor issues which disrupt learning	<b>Imposition</b> 1) Caution 2) Reflect	Class teacher	Class teacher	1) Verbally during lesson 2) Log on School Synergy	<ul style="list-style-type: none"> <li>Repeated incidents escalated</li> </ul>
	- Uniform expectations not met - Equipment expectations not met		Form Tutor Form Tutor	Form Tutor Form Tutor	Log on School Synergy Log on School Synergy	
L2	- Poor behaviour around school - Unkind action - More than 5 mins late to lesson - Repeated Level 1 incidents - Any low-level incident which requires an additional sanction	<b>Centralised Detention 20 mins</b>	All staff/ Duty staff/ Class Teacher	All staff/ Duty staff/ Form Tutor/ Centralised Detention Staff/ Class teacher	Log on School Synergy	<ul style="list-style-type: none"> <li>Poor behaviour/non-attendance should lead to escalation in consequence</li> <li>Tutor/subject report should be considered</li> <li>Repeated incidents escalated</li> </ul>
	- No cycle helmet - Late to school before 0900	<b>Breaktime Detention</b>	Duty staff Form Tutor	Duty staff	1:1 conversation Form Tutor Log on School Synergy	
	- Late to school – after 0900	<b>Centralised Detention 20-minutes</b>	Attendance/ Home School Link Worker	Attendance/ Home School Link Worker	Attendance & Home School Link Worker to communicate home (text) Log on School Synergy	
	- Having a mobile phone/smart device in use or in sight during the school day	<b>Confiscation of phone (3 days)</b>	Member of staff confiscating phone	Member of staff confiscating phone, liaising with AHOY/HOY	Phone call home by member of staff who confiscated phone. Log on School Synergy	<ul style="list-style-type: none"> <li>Contact home - see Confiscations, Searching and Screening Section above for full details</li> </ul>
L2+	- Persistent poor behaviour in a lesson which significantly disrupts learning during that lesson - Serious issue which necessitates pupil being removed for <u>remainder of lesson only to enable learning and progress to continue</u>	<b>Department Relocation for the remainder of the lesson in Relocation Room with appropriate work and 40-min after school detention</b> to include a conversation with the class teacher/CL of the lesson from which pupil was relocated at the earliest opportunity	Class Teacher/CLs	CLs only	Teacher or CL Phone call and 40-minute Centralised Detention set on School Synergy	<ul style="list-style-type: none"> <li>40-minute detention set by Class Teacher/CL</li> <li>Contact home by class teacher/CL</li> <li>Subject report (but could progress to AHOY/HOY report if pupil is repeatedly relocated from a range of lessons)</li> <li>Subject tracking and monitoring (to be considered)</li> <li>Year Team monitoring and tracking. Intervention (to be considered)</li> <li>Repeated incidents escalated</li> <li>DSL/SENDCo aware/involvement</li> </ul>
	- Refusal to be relocated	<b>Referral Room for the remainder of the day with 40 min detention</b>	Class Teacher/CL/	CL	Log on School Synergy Phone call CL	

		and a conversation with the class teacher/CL of the lesson from which pupil was relocated	AHOY			
L3	- More than 10 mins late to lesson - Repeated Level 2 incidents - Minor physical altercation - Inappropriate action	Centralised <b>Detention</b> 40 mins	Class Teacher	CL/AHOY/HOY	Log on School Synergy	<ul style="list-style-type: none"> <li>Tutor Report (to be considered)</li> <li><b>AHOY/HOY report (to be considered)</b></li> <li><b>Department report (to be considered)</b></li> <li>Non-attendance/misbehaviour at a 20-minute detention sanction will result in this being escalated to a 40-minute detention</li> <li>Non-attendance/misbehaviour at a 40-minute detention sanction will result in this being escalated to a 90-minute SLT detention</li> <li><b>Repeated incidents escalated</b></li> <li><b>DSL/SENDCo aware/involvement</b></li> </ul>
	- Failure to attend 20 min Centralised Detention	<b>Detention escalated to a 40 mins Centralised Detention</b>	CL/AHOY/HOY	CL/AHOY/HOY	Log on School Synergy	
L3+	- Failure to attend 40 min Centralised Detention  - Any one-off incident which requires a more serious sanction	<b>Detention escalated to a SLT Detention 90 mins (Weds – Friday)</b>	HOY/AHOY/CL (SLT to confirm)	SLT	Log on School Synergy	<ul style="list-style-type: none"> <li><b>AHOY/HOY report (to be considered)</b></li> <li>Non-attendance/misbehaviour at a SLT DT sanction will be escalated</li> <li><b>Repeated incidents escalated</b></li> <li><b>DSL/SENDCo aware/involvement</b></li> </ul>
L4	- Failure to attend SLT DT  - Repeated Level 3 incidents - Foul and abusive language - Any one-off incident which requires a significant sanction - Refusal to comply with school rules - Disruptive or repeated extreme behaviour, including bullying - Smoking/Vaping (or with pupils who are smoking/vaping) - Refusal to follow instructions - Out of lesson without permission - Truancy (on site) * - Theft - Bullying - Misuse of ICT	<b>SLT detention re-set and Referral Room – 0900-1530 (1500 Tues)</b>  <b>Referral Room 0900-1530 (1500 Tues)</b>  <b>SLT Isolation – 0900-1600 (1530 Tues)</b>  <b>Headteacher Isolation – 0900-1600 (1530 Tues)</b>  <b>External Isolation (School to School)</b>	AHOY/HOY CLs/SLT  CL/HOY/SLT  CL/HOY/SLT  CL/HOY/SLT	Isolation & Inclusion Lead/AHOY/HOY  Log on School Synergy	Phone call (CL/AHOY/HOY)  Log on School Synergy	<ul style="list-style-type: none"> <li>Parental involvement (phone call and follow up virtual meeting)</li> <li>Individual Behaviour Support Plan (IBSP) (to be considered)</li> <li>AHOY/HOY report (to be considered)</li> <li>SLT report (to be considered)</li> <li>External agencies involved (to be considered)</li> <li>CAMHS referral/Ed Psych (to be considered)</li> <li>Flexible curriculum (to be considered)</li> <li>Managed move (to be considered)</li> <li>Alternative provision (to be considered)</li> <li><b>Repeated incidents escalated</b></li> <li><b>DSL/SENDCo aware/involvement</b></li> <li><b>Social Worker/Virtual School informed (where applicable)</b></li> </ul>
	- Criminal damage/vandalism, eg graffiti, damage to buildings, damage to trees/plants. - Anti-social behaviour, eg rowdy behaviour, shouting and swearing, hooliganism/loutish behaviour. - Intimidation/harassment [acting in a manner that caused or was likely to cause harassment, alarm or distress to one or more persons not of the same household as (the dependant)] Crime and Disorder Act 1988, eg groups or	<b>SLT Isolation – 0900-1600 (1530 Tues)</b>  <b>Headteacher Isolation – 0900-1600 (1530 Tues)</b>	CL/HOY/SLT  HOY/SLT	Isolation & Inclusion Lead/SLT  Isolation & Inclusion Lead/SLT	AHOY/HOY/CL/SLT Phone call home  Log on School Synergy	<ul style="list-style-type: none"> <li>Virtual/Reintegration meeting followed by plan</li> <li>Increased parental involvement</li> <li><b>Mentoring/RJ/personalised support/Individual Behaviour Support Plan (IBSP)</b></li> <li><b>HOY report (to be considered)</b></li> <li><b>SLT report (to be considered)</b></li> <li>External agencies involved (to be considered)</li> <li>CAMHS referral/Ed Psych (to be considered)</li> <li>Flexible curriculum (to be considered)</li> <li>Managed move (to be considered)</li> <li>Alternative provision (to be considered)</li> </ul>



L5	individuals making threats, verbal abuse, following people, menacing questions - Poor behaviour in the Referral Room - Rudeness, foul language towards staff - Loss of control/refusing to follow instructions - Incidents involving drugs, alcohol or illegal weapons - Sexual violence and sexual harassment ** - Fighting - Any very serious incident, which merits a suspension - Refusal to carry out requests which potentially endanger self and/or others - Racist/homophobic/sexist/religious hatred incident - Truancy (off site) *** - Repeated Level 3 or Level 4 incidents	<b>External Isolation (School to School)</b>	HOY/SLT	Isolation & Inclusion Lead/SLT		<ul style="list-style-type: none"> <li>• <b>Repeated incidents escalated</b></li> <li>• <b>DSL/SENDCo aware/involvement</b></li> <li>• <b>Social Worker/Virtual School informed (where applicable)</b></li> </ul>
		<b>Suspension</b>	HT	SLT/HT	AHOY/HOY/CL/SLT Phone call home & formal communication Log on School Synergy	
	- Refusal to be searched - Refusal to hand in mobile phone/smart device	<b>Minimum 3 days Suspension</b>	HT	SLT/HT	AHOY/HOY/CL/SLT	
		<b>Referral Room for remainder of the day and 3 day External Isolation (School to School)</b>	SLT	Isolation & Inclusion Lead/HOY	Phone call home & formal communication Log on School Synergy	
L6	- Persistent disruptive behaviour - Serious one-off incident - Behaviour which endangers the education/welfare of other pupils, staff or any other member of the school's community - A single act relating to serious violence	<b>Permanent Exclusion</b>	HT	HT	Formal letter	

\* Repeated incidents of truancy will require parents/carers to meet with the Head of Year/Assistant Head of Year and the School's Inclusion and Safeguarding Lead. Further interventions will be considered.

\*\* All incidents will require telephone contact with parents/carers from DSL

\*\*\* Truancy off site is deemed a significant safeguarding concern and will be dealt with on an individual basis. Along with the above actions moving to alternative timetabled provision will be considered.