



Behaviour Policy

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“Learning together, to be the best we can be”

1. Scope

- 1.1. This policy is applicable to all schools and settings within Nexus Multi Academy Trust (MAT) as the overarching policy for how behaviour management and the use of restrictive physical intervention is applied and administered on each site. However, all sites will have their own local policy statements and procedures, specific to their local context.

2. Purpose

- 2.1. This behaviour policy is of paramount importance to the effectiveness of behaviour management. It is a practical document which includes clear guidelines for staff on practice and procedures relating to any incidence of behaviour within school. It follows guidelines set out in the following documents:
 - 2.1.1. Behaviour in schools. Advice for Headteachers and school staff (September 2022)
 - 2.1.2. Revised Behaviour in Schools Guidance and Suspension and Permanent Exclusion Guidance Government response to consultation (July 2022)
 - 2.1.3. The Education and Inspections Act (2006) sections 89 and 93;
 - 2.1.4. Behaviour and Discipline in Schools: Advice for Head teachers and school staff (January 2016);
 - 2.1.5. Physical interventions: a policy framework
 - 2.1.6. Positive and proactive care: reducing the need for restrictive physical interventions (2014)
 - 2.1.7. Behaviour and discipline in schools – Guidance for governing bodies (2012)
 - 2.1.8. Equality Act (2010) part 6, chapter 1
 - 2.1.9. Ensuring quality services
 - 2.1.10. School teachers pay and conditions
 - 2.1.11. Guidance on the use of restrictive physical interventions for pupils with severe behavioural difficulties
 - 2.1.12. Use of reasonable force (2013)

3. Functions of Behaviour

- 3.1. All staff should aim to understand the purpose of and reason for each individual's behaviour. When trying to understand this we must be aware of our own personal experiences and viewpoints and that these are not necessarily shared by the pupils we work with.

- 3.2. The function of a behaviour may be linked to a particular need, syndrome or disability and therefore we must ensure we do not discriminate against a child when addressing these. For some pupils the function may be very difficult to discover, often for pupils with autism spectrum condition (ASC) it may be linked to a lack of sensory integration. Any rewards or consequences should be linked to the individual's behaviour and level of understanding. What is a negative consequence for one pupil may be a reward for another and this should be carefully considered.
- 3.3. The consequences for inappropriate behaviour should be outlined on the pupil's behaviour plan (see recording and reporting). It is important to recognise that positive consequences can also be reinforced.

4. Good Behaviour at School

- 4.1. All adults have a responsibility to implement whole school behaviour policy and to set a good example by modelling appropriate behaviours wherever they are in the school and whatever they are doing. Modelling ideal and expected behaviours will provide our learners with a positive model on which they can base their own actions.
- 4.2. In conjunction with the Behaviour Leads Network, Nexus MAT has developed Guiding Principles which provide an over-arching ethos within all Nexus MAT settings, whereby:
 - 4.2.1. academies use a restorative approach;
 - 4.2.2. academies use a consistent level of response as part of an agreed whole school positive approach to how behaviour is managed;
 - 4.2.3. academy staff model positive behaviour;
 - 4.2.4. academies acknowledge that behaviour is a form of communication;
 - 4.2.5. academies acknowledge that every day is a new day;
 - 4.2.6. academies are a safe place to make mistakes;
 - 4.2.7. We are teaching our students to become functioning members of adult society and understand that to change an individual's behaviour may require highly structured support and take time.
- 4.3. Good behaviour is established through regular attendance at school to enable learning through experience, and the fostering of supportive relationships. Good attendance will be expected for all children and will be actively sought as in order to establish good behaviour.
- 4.4. At Nexus MAT we aim to encourage good behaviour by:

- 4.4.1. Offering every child and their family support to ensure every child feels safe and cared for. Each class team will strive to build relationships with families as well as to liaise with professionals in achieving the best outcomes for each learner.
- 4.4.2. Demonstrating and encouraging kindness.
- 4.4.3. Modelling, explaining, forming and practising class rules alongside learners to offer them ownership of their rules.
- 4.4.4. Ensuring we deliver an "Emotionally Literate" curriculum where self-esteem and self-control are fostered in order to enable our learners to become more socially and educationally successful.
- 4.4.5. Addressing any incidents of bullying in a timely manner (to read in conjunction with a school's Anti Bullying Policy).
- 4.4.6. Talking with children about the decisions which affect them so they are aware of, and can take ownership of what will happen.
- 4.4.7. Adopting a child centred, personalized curriculum which includes a "Total Communication" approach and that encompasses all learning styles.
- 4.4.8. Recognising, acknowledging, reaffirming and celebrating when learners show expected behaviour in all areas of their school life.
- 4.4.9. Encouraging learners to be responsible and to take responsibility for all they do.
- 4.4.10. Celebrating our successes, no matter how small they may be and in a way which acknowledges and celebrates the significant successes of every child.
- 4.4.11. Rewarding good behaviour through the use of rewards which have been personalised so they are meaningful to each learner.
- 4.4.12. Holding assemblies / events where success can be shared and celebrated.
- 4.4.13. Ensuring any criticism is constructive, restorative and fair with the overall focus being one of "making a good choice" or "making the correct decision".
- 4.4.14. Making sure we are fair and consistent both in what we ask of and expect from our learners according to his or her individual needs.
- 4.4.15. Recognising opportunities for learners to improve their behaviour in a positive manner.
- 4.4.16. Planning and organising the school environment, classroom and curriculum so that learners are interested and involved in their work.
- 4.4.17. Ensuring transition times are well thought through, planned accordingly and communicated with learners in a sensitive and timely manner.
- 4.4.18. Communicating with parents in order to celebrate children's successes and help further improve their behaviour.

4.4.19. Engaging with the services offered by the full range of outside agencies to support families in encouraging positive behaviour and the setting of boundaries.

4.5. De-escalation is used to describe how we would reduce the level or intensity of a given behaviour and it accounts for a considerable part of behaviour management across Nexus MAT. Staff develop excellent working relationships with pupils and have in depth knowledge about their needs through collecting and sharing relevant information. Staff observe pupil's behaviour and aim to intervene early using tried and tested de-escalation techniques allowing staff to minimise risk for themselves and others around them.

4.6. De-escalation techniques are often very subtle and may even be missed by people who are unfamiliar with the pupil. When used, techniques are monitored for their effectiveness and this is recorded on pupil's pen picture or behaviour plan. For an example of de-escalation techniques used at Nexus MAT please see the de-escalation strategies section of the behaviour plan in Appendix 1.

5. Positive Handling

5.1. When de-escalation techniques have been unsuccessful or there is an emergency situation presented within a school to keep a child or children safe, then academies may choose to utilise positive handling techniques.

5.2. Within Team Teach, the term 'Positive Handling' is used to describe a 'broad spectrum of risk reduction strategies including use of safe spaces, safe environments, comfortable environments, diversions, calm stance and posture, non-threatening facial expressions, low tone, volume and pace in communication, careful, use of words, physical reassurance and prompts, effective guides and escorts, releases and holds with minimum drama and effort'.

5.3. The majority of Nexus MAT academies utilise Team Teach principles and practice regarding positive handling when necessary. Alternatives are used when children's medical needs or local policy dictates and Coping with Risky Behaviours (CRB) and Maybo are also in use in some settings.

5.4. Section 550a of the Education Act 1996 allows teachers and other members of staff authorised by the Headteacher, 'to use such force as is reasonable in circumstances where the pupils may need to be prevented from engaging in

behaviours which are likely to cause injury to themselves, others or damage property’.

6. Restrictive Physical Intervention (RPI)

- 6.1. Although every effort is made to observe and intervene early to keep incidents as low key as possible, occasionally some pupils need more intense intervention in the form of restrictive physical intervention (RPI). RPI refers to the positive application of force with the intention of protecting the pupil from harming themselves, others or seriously damaging property.
- 6.2. When using RPI staff must always consider:
 - 6.2.1. Which approach is in the **best interests of the pupil** (taking into account medical needs, physical disabilities and sensory impairments)?
 - 6.2.2. What is a **reasonable** amount of force?
 - 6.2.3. What intervention is **proportionate** to the circumstance?
 - 6.2.4. Which intervention is **necessary**?
- 6.3. Nexus MAT requires staff to be aware and mindful of elevated risks for the following interventions:
 - 6.3.1. Positional Asphyxia,
 - 6.3.2. Pressure to the neck
 - 6.3.3. Supine holds (lying on back)
 - 6.3.4. Seated holds
 - 6.3.5. Standing holds
 - 6.3.6. Extreme Exertion
 - 6.3.7. Prone holds (lying on front) – this type of hold is flagged for consideration within Team Teach but is not considered an acceptable hold in Maybo, is not included in training and so will not be used by settings using this approach.
- 6.4. **ALL** staff must monitor pupils closely during any RPI and look out for signs of distress. If pupils experience any distress staff must immediately modify the supportive hold or release the pupil. This must then be clearly recorded on the CPOMS database and reported to senior leaders to ensure it is avoided in the future wherever possible.

7. Removal from Classrooms

7.1. It is imperative for staff to understand their use of any kind of removal from a classroom to ensure that they are acting both within the school guidelines and more importantly within the law. The DFE Behaviour in Schools Guidance (Sept 2022) states:

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

'Removal should be distinguished from the use of separation spaces (sometimes known as sensory or nurture rooms) for non-disciplinary reasons. For instance, where a pupil is taken out of the classroom to regulate his or her emotions because of identified sensory overload as part of a planned response.'

7.2. Removal should only be used for the following reasons:

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

7.3. Parents/carers/social workers should be informed on the same day if their child has been removed from the classroom. As with all disciplinary measures, schools must consider whether the sanction is proportionate and consider whether there are any special considerations relevant to its imposition. Any such instances should be recorded on the CPOMS database.

7.4. Headteachers are required to:

- 7.4.1. make clear in the school behaviour policy that removal may be used as a response to serious misbehaviour;
- 7.4.2. maintain overall strategic oversight of the school's arrangements for any removals, as set out in the school's behaviour policy;
- 7.4.3. make sure the reasons that may lead to pupils being removed are transparent and known to all staff and pupils;

- 7.4.4. outline in the behaviour policy the principles governing the length of time that it is appropriate for a pupil to be in removal;
 - 7.4.5. ensure that the removal location is in an appropriate area of the school and stocked with appropriate resources, is a suitable place to learn and refocus, and is supervised by trained members of staff; and
 - 7.4.6. design a clear process for the reintegration of any pupil in removal into the classroom when appropriate and safe to do so.
 - 7.4.7. make data-based decisions to consider whether frequently removed pupils may benefit from additional and alternative approaches or whether specific teachers may require more support.
- 7.5. Schools are required to ensure that pupils are never locked in the room of their removal. There may be exceptional situations in which it is necessary to physically prevent a pupil from leaving a room in order to protect the safety of pupils and staff from immediate risk, but this would be a safety measure and not a disciplinary sanction.

8. De-briefing Post Incident

- 8.1. Where appropriate pupils are given the opportunity to think about an incident afterwards. This is done on an individual basis which is linked to the pupil's level of understanding and these ideas are included in pupil's behaviour plan. De-briefing aims to help pupils understand what has happened and why, learn better ways to act in given situations and rebuild relationships with those involved. It focuses on how the pupil feels and what their unmet need was or what they were trying to communicate. An example of de-briefing sheets can be seen in Appendix 1.
- 8.2. In addition to this it is also important for staff to have the opportunity to debrief following an incident. This is usually done informally during a class meeting at the end of the day. Staff also have the option to meet with and discuss an incident or behaviour with the senior management team (SMT) or behaviour team if they choose to do so.
- 8.3. All behaviour plans are reviewed and evaluated on a regular basis. They are updated at a minimum twice a year but best practice is for them to be updated if there is a change in behaviour or if the severity or frequency of a behaviour increases. It is always considered whether the change in behaviour is due to a physical pain and any clues the pupils can tell us will be noted down to share with parents/carers.

8.4. After a suitable period of time if a behaviour plan is having minimal impact staff may seek further guidance through liaison with colleagues, the senior management team or the behaviour team to further discuss issues and share ideas to improve the situation. If pupils continue to display inappropriate behaviours it may be necessary to seek further guidance from outside professionals who we can work alongside such as local Social Emotional and Mental Health (SEMH) teams, Educational Psychology, Child and Adolescent Mental Health Service (CAMHS), Team Teach. An example of how this is applied across Nexus MAT is included in Appendix 1.

9. Recording

9.1. Any incidents that require the use of RPI must be recorded on the CPOMS system.

9.2. Individual schools within the Nexus MAT may use their own individualised incident recording systems alongside CPOMS.

9.3. In addition to recording RPI staff are requested to use CPOMS to its full potential by tracking both serious and minor incidents. The database is able to interrogate data to identify patterns and the results can be presented in a variety of ways. This information is used to proactively inform behaviour plans (Appendix 2) and monitor the effectiveness of changes made.

9.4. It is the responsibility of the staff involved in an incident to record it on the CPOMS database as this person has the most knowledge of the circumstances of the incident and why it has occurred. It is best practice for staff to input any serious incidents as a team to ensure all information is included and correct.

10. Use of CPOMS data

10.1. The CPOMS database is monitored both daily and weekly by a member of the SMT who is looking out for any arising issues or serious incidents. At the end of each half term all of the data that has been logged across the school is collated and analysed for patterns and trends.

11. Behaviour Plans

11.1. Children or young people who are identified as likely to require the use of the positive application of force to control or restrain, as part of their

behaviour management, will require a 'Positive Emotional and Behavioural Support Plan which will be additional to their Individual Learning Plan. This is drawn up by the class team, the positive handling coordinator (Team Teach/CRB/Maybo) responsible in response to the risk posed by the child or young person's behaviour and it is shared with all staff, parents or carers, other agencies involved and the child or young person if appropriate.

12. Informing parents/carers

- 12.1. At Nexus MAT we feel that sharing information between school and home is imperative to help decode and understand what a pupil may be feeling or trying to communicate. Sharing systems that work and the pupil is able to use enables the transfer of information and skills across both settings and in keeping with this staff aim to share all updates with parents/carers
- 12.2. Following a serious incident or any incident where RPI has been involved staff will inform parents/carers/social workers via the phone or home/school link book.
- 12.3. Parents/carers/social workers should be involved in the development of behaviour plans.

13. Informing Other Agencies

- 13.1. Occasionally it may be required for school to update other agencies involved with pupils. CPOMS data may be used to inform medical or multi-disciplinary meetings and where possible this should be communicated with parents, carers and social workers beforehand. In line with the legal requirements set out by the Data Protection Act (2018) any personal information will be used correctly and safely.

14. Injuries to Pupils / Staff

- 14.1. If a pupil or member of staff is injured during an incident, the incident must be recorded on CPOMS and may be reportable under RIDDOR. The Trust appointed Competent Person should be asked to advise on this.
- 14.2. If a child or young person is injured during an incident the school staff should seek medical advice from a first aider as soon as the child/young person are calm enough to receive it. Parents/carers/social worker should be

informed via a letter from the First Aider, by phone or by home school link book.

14.3. If a member of staff is injured during an incident they should leave the incident as soon as it is safe to do so and receive medical advice from the First Aider.

14.4. All staff should refer and adhere to the Health and Safety Policy for further guidance in this area.

15. Weapons in School

15.1. As young people develop into maturity they naturally experiment with their behaviour and test boundaries. The younger they are the less capacity they will have for restraining themselves, resisting temptation or resisting peer pressure. None of this excuses poor or criminal behaviour. It actually increases the need to intervene as early as possible, to show that actions have consequences, and that harm is being caused.

15.2. Possession of a weapon is a criminal offence. The law provides the police and schools with specific powers to deal with incidents involving weapons.

15.3. The definition of an Offensive Weapon is:

15.3.1. Any article made or adapted for use for causing injury to the person, or intended by the person having it with them for such use by them, or by some other person. This includes Tasers.

15.3.2. BB guns (plastic pellet guns) - The possession of these types of guns under legislation is not an offence as they are deemed to be toys. However, if from a school's perspective they breach school rules, they could be seized and retained under the Education Act.

16. Weapon Incident Reporting

16.1. Where an immediate police response to an incident at the school is required, school will dial 999. For example: a student has been detained in possession of a knife on school premises and poses, or is likely to pose, a risk of:

16.1.1. Danger to life;

16.1.2. Use or immediate threat of use, of violence;

- 16.1.3. Serious injury to a person;
- 16.1.4. Serious damage to property.

16.2. When there isn't such an immediate risk, schools will report incidents to the police non-emergency number by dialling 101. For example, a student has been searched and found to be in possession of a knife which has been seized, and the student does not pose any further risk as detailed above.

16.3. Due to the serious nature of weapons possession and potential consequences, contact will be prompt in order that future risk is managed and behaviour confronted. When reporting incidents of weapons possession to 101, schools should always request and record the incident log reference number. This will facilitate further contact in relation to the incident.

16.4. Schools are asked to retain the weapon in a safe place until police attend and seize the weapon for evidential purposes. Once it is established that a weapon is unlawful, a crime record will be created and a proportionate investigation will ensue.

17. Safeguarding, Complaints and Whistleblowing

17.1. As outlined in our Child Protection and Safeguarding Policy we strive to 'create an environment and an ethos whereby all staff and volunteers feel able to raise concerns'. The Trust encourages staff that are concerned about the wellbeing of a pupil or feel that an incident has not been addressed within the best interests of the pupil to consult the Child Protection and Safeguarding Policy, Complaints Policy and the Whistle Blowing Policy for further guidance.

18. Further Support

18.1. If RPI has been used on one occasion the child's family or social worker must be informed on the same day (i.e. a phone call home from the Class Teacher or Teaching Assistant). Discussions between the behaviour lead, positive handling tutor and class teacher must also take place. Here an agreement will be made and recorded to detail the most appropriate RPI to be used should the situation arise again. This must be built into the child's individual plan.

18.2. At this point the class/school team will:

- 18.2.1. Undertake ongoing observations
- 18.2.2. Attend meetings where they will engage with others (i.e. the behaviour lead and the positive handling tutor) to look at developing a structured approach to support.
- 18.2.3. Implement this whilst continuing to observe and record using a 'Record of Behaviours'. which will be monitored for a further half term at which point staff will work alongside the behaviour lead to evaluate the success of the support.
- 18.3. If the team conclude this is working it should be continued but evaluated regularly.
- 18.4. If the team conclude the plan is not working, then a meeting with the school leadership team should be arranged. This will enable the team to discuss and determine the next steps including any referral to outside agencies
- 18.5. At Nexus MAT we acknowledge and value the support offered to us by outside agencies (e.g. the Educational Psychology Service). Where learners have not benefited from a modified approach to the behaviour system the class team will contact the school's school leadership team and a referral will be made to the relevant outside agency/agencies. The school will then work alongside such agencies to support learners.

Appendix A – Nexus MAT Incident Report

Seen by head:	Date seen by head:	Log number:
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Section A

Name of child:		Year group:	
Date of incident:	Time:		Location:
Name of staff involved:		Names of witnesses:	
Reason for intervention			
Danger to self		Danger to others	
Severe damage to property		Committing an offence	
Describe lead up to incident:			
De-escalation techniques used & effectiveness rating (1=Not Effective 10=Very Effective)			
Verbal advice & Support		C.A.L.M talking	
Distraction		Options offered	
Time out offered		Planned ignoring	
Time out directed		Success reminded	
Transfer adult		Contingent touch	
Choices		Listening	
Reassurance		Social Space (CALM Body language)	
Appropriate behaviour		Negotiation	
Praise Points		Take up time	
Other		Please specify:	
Details of incident:			

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Section B (To be completed if Physical controls were used)

Positive handling strategies used & effectiveness rating (1=Not Effective 10=Very Effective)					
Caring C Guide		Friendly Escort		Single Elbow	
Figure of four		Double Elbow		Single Elbow in seats	
Single Elbow in seats		Wrap		Wrap on floor	
Seated Wrap		Half Shield		Other	
Breathing Monitored				Number of staff involved	
Duration of physical intervention					

Section C Medical intervention (Please mark every box **YES** or **NO**)

Injury suffered by child		Please specify:
Treatment required		Please specify:
Injury suffered by staff		Please specify:
Treatment required		Please specify:
Injury suffered by others		Please specify:
Treatment required		Please specify:

Section D Follow up

What happened from the child's point of view?
How did the child feel?
What will the child do differently next time they feel that way?
Review of pupil's Risk Assessment / Care and Support Plan as a result of this incident:

Witness signatures			
Signed:	Date:	Independent advisor:	

Appendix 2 – My Plan

Name: _____ Date of Plan: _____ Review Date of Plan: _____

What does my behaviour look like?

Stage 1 Anxiety Behaviours	Stage 2 Defensive Behaviours	Stage 3 Crisis Behaviours
My Behaviour:	My Behaviour:	My Behaviour:
What I can do to help myself?	What I can do to help myself?	What I can do to help?
What you can do to help?	What you can do to help?	What you can do to help?
Stage 4 Depression	Stage 5 Recovery	Stage 6 Follow up
My Behaviour:	My Behaviour:	My Behaviour:
What I can do to help?	What I can do to help?	What I can do to help?
What you can do to help?	What you can do to help?	What you can do to help?

What are my triggers?

What are my rewards?

De-escalation approaches

	Try	Avoid	Notes
Verbal advice and support	<input type="checkbox"/>	<input type="checkbox"/>	_____
Giving space	<input type="checkbox"/>	<input type="checkbox"/>	_____
Reassurance	<input type="checkbox"/>	<input type="checkbox"/>	_____
Help scripts	<input type="checkbox"/>	<input type="checkbox"/>	_____
Negotiation	<input type="checkbox"/>	<input type="checkbox"/>	_____
Limited Choices	<input type="checkbox"/>	<input type="checkbox"/>	_____
Humour	<input type="checkbox"/>	<input type="checkbox"/>	_____
Logical Consequences	<input type="checkbox"/>	<input type="checkbox"/>	_____
Tactical ignoring	<input type="checkbox"/>	<input type="checkbox"/>	_____
Take up time	<input type="checkbox"/>	<input type="checkbox"/>	_____
Time-out	<input type="checkbox"/>	<input type="checkbox"/>	_____
Supportive touch	<input type="checkbox"/>	<input type="checkbox"/>	_____
Transfer adult	<input type="checkbox"/>	<input type="checkbox"/>	_____
Success reminded	<input type="checkbox"/>	<input type="checkbox"/>	_____
Simple listening	<input type="checkbox"/>	<input type="checkbox"/>	_____
Acknowledgement	<input type="checkbox"/>	<input type="checkbox"/>	_____
Apologising	<input type="checkbox"/>	<input type="checkbox"/>	_____
Agreeing	<input type="checkbox"/>	<input type="checkbox"/>	_____
Removing audience	<input type="checkbox"/>	<input type="checkbox"/>	_____
Others	<input type="checkbox"/>	<input type="checkbox"/>	_____

Preferred method Physical intervention?

Intermediate	Try	Avoid	Notes
Caring C Guide	<input type="checkbox"/>	<input type="checkbox"/>	_____
Friendly escort	<input type="checkbox"/>	<input type="checkbox"/>	_____
Single elbow	<input type="checkbox"/>	<input type="checkbox"/>	_____
Figure of four	<input type="checkbox"/>	<input type="checkbox"/>	_____
Double elbow	<input type="checkbox"/>	<input type="checkbox"/>	_____
Single elbow in seats	<input type="checkbox"/>	<input type="checkbox"/>	_____
Cradle	<input type="checkbox"/>	<input type="checkbox"/>	_____
Shield	<input type="checkbox"/>	<input type="checkbox"/>	_____
Sitting Cradle Shield	<input type="checkbox"/>	<input type="checkbox"/>	_____
Front Ground Recovery	<input type="checkbox"/>	<input type="checkbox"/>	_____

Are there any factors to consider when debriefing? E.g. Communication aids, staff etc.

LISTEN LINK LEARN	
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Young Person Name:

Parents/Carers/social worker: Name:

Teacher Name:

Social services (if applicable) Name:

Educational Psychologist Name:

Case Worker Name: