



LOUGHBOROUGH High School

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9a - Behaviour Policy

LHS prides itself on the quality of the relationships between all members of our community. We aim to be a wonderfully supportive community where each pupil is expected to be the best version of themselves that they can possibly be. Pupils truly celebrate the successes of each other in whatever sphere that may be, and we believe that a school environment where students feel they belong naturally leads to success. We are a close-knit community and acknowledging the relationships within the community with everything from a 'thank you', a 'well done' or even a 'happy Friday' are a routine part of school life for all members of the community.

We encourage all pupils to participate in a wide range of extra-curricular activities which encourage personal and physical development, and which build self-esteem. We also encourage pupils to offer positive contributions to our community through a rewards scheme documented in Appendix 2.

It is expected that pupils will always behave in a polite and considerate manner, contributing to the good reputation of the school and maintaining an orderly climate for learning.

All pupils are expected to respect the rights of others and to show respect for school property and the school environment. All staff should model good behaviour and never denigrate pupils or colleagues.

Pupils should be aware of, and implement, the Antibullying policy. Staff should take all reasonable steps to protect staff and pupils from bullying and deal effectively with reports and complaints about bullying.

Staff will apply sanctions fairly, consistently, proportionately and reasonably (See Appendix 1). Staff will support, praise and, as appropriate, reward pupils' good behaviour. (See Appendix 2).

This behaviour policy and any sanctions outlined within it are in accordance with government guidance on equal opportunities and are not designed to discriminate against any group or individuals.

Pupils are expected to follow reasonable instructions by school staff, obey school rules (see Appendix 3) and accept sanctions. Pupils are to expect appropriate action from the school to tackle incidents of violence, threatening behaviour, abuse, discrimination or harassment and parents will be informed of any serious infringement of school rules by their daughter. Whilst staff are discouraged from confiscating valuable items from pupils, if such action becomes necessary, the confiscation of property procedure will be followed (see Appendix 4).

Malicious allegations against staff will be dealt with under the school's disciplinary procedures.

Pupils are expected to cooperate with, and abide by, any arrangements put into place to support their behaviour. The school does not condone the misuse of drugs, solvents, alcohol or tobacco by its pupils or the illegal supply of these substances (see Appendix 5).

Staff should be watchful for any changes of behaviour which might indicate problems which should be dealt with in line with the school policies, including the Antibullying and Child Protection and Safeguarding policies.

Pupils are expected to wear the school uniform, following the rules, so they are always smart and presentable.

Pupils are to adhere to the LSF Code of Conduct for the Coaches and The Walks (Appendix 6).

This document should be read in conjunction with the following policies and documents:

- KCSIE 2023
- Safeguarding Policy
- The Equality Act 2010
- Anti-bullying policy

APPENDIX 1: DISCIPLINE AND SANCTIONS

The school aims to provide a calm and structured environment in which individuals can flourish, live harmoniously as part of the community and develop the important control of self-discipline.

On occasions when it is considered that there has been inappropriate behaviour, poor standards of work or a breach of rules, discipline is dealt with by all teaching staff (in school, or on school trips) on a variety of levels according to the misdemeanour. Further clarification and guidance can be found in the behaviour grid later on in this appendix. It should be noted nonetheless that the first duty of the teacher is to examine what lies behind an incident of misbehaviour and to explore options which constructively model better behaviour. In some cases there may be Safeguarding concerns from which the misbehaviour stems and these must be referred to the DSL and pastoral team. It is also essential to consider any Special Educational Needs and other contextual circumstances of pupils involved in misbehaviour and to consult the Head of Year, Head of SEN and other pastoral leads as appropriate.

For minor misdemeanours, in the first instance the teacher will reprimand the pupil and advise on ways of improvement. If the behaviour is repeated, they will inform the form tutor outlining the nature of concern and the action taken. The form tutor will also seek to advise the pupil on means of improvement.

If a pupil receives more than three concerns or if the misbehaviour is more serious, the form tutor will refer the matter to the Head of Year.

The following steps will then be taken:

- (i) The Head of Department, Head of Year or member of SLT will interview the pupil and may contact parents (either to inform them or request a meeting). They may decide to put a pupil 'on report' for a specific period or request a regular meeting to monitor behaviour and improvement.
- (ii) For a very serious misdemeanour the Head may apply sanctions such as Saturday/holiday detentions, suspension or exclusion.

All staff must ensure that details of late work or inappropriate behaviour are sent to the form tutor and Head of Year outlining the nature of the concern and the action taken. This will usually be reported via iSams.

Any Head of Year or Head of Department issuing an after-school detention must ensure that a detention letter with a means for the parent to reply, is sent to the pupil's parent(s). There must be a reply from a parent before the detention takes place. Whilst there is no government requirement for a notice period to be given, in general 2 days' notice of the detention will be provided. The Deputy Head (Pastoral and Wellbeing) must be informed before the sanction is used and the letter sent home.

School detentions are carried out after school from 4.00pm to 4.45pm for younger pupils, and 4.00pm to 5.00pm for those in year 10 or above and may either be work set by subject staff or tasks allocated by the Head of Year, Head of Department or a member of SLT. The setting of written lines or similarly meaningless written tasks as a punishment is prohibited.

Under no circumstances will staff use physical force as a punishment however they are allowed to use justifiable restraint to prevent an offence, injury or prejudicial behaviour. (See Appendix 7)

Headteachers and staff they authorise have a statutory power to search a pupil or their possessions where they have reasonable grounds to suspect that the pupil may have a prohibited item or any other item that the school rules identify as an item which may be searched for. (See Appendix 8)

The school reports serious disciplinary concerns (levels 5-7) to the Governors. Significant rewards achieved are shared to the whole school regularly through school assemblies, end of term assemblies and Award Ceremonies.

For advice on how to deal with more serious behaviour offences please refer to the Student Serious Disciplinary policy.

STAFF, PARENT AND PUPIL GUIDELINES ON SANCTIONS FOR PUPILS AT LHS

Dealt with by a member of staff with the support of the Head of Department

Minor behaviour issues including:

First homework problems for example failure to hand in homework/inadequate standard of work - teacher to speak to pupil and issue a minor reprimand.

Behaviour in lessons, minor, for example not bringing book to lesson, not paying attention in lesson - teacher to speak to pupil and issue a minor reprimand.

Poor test result – pupil asked to retake test.

Poor homework – pupil asked to redo homework.

Falling behind with coursework or internal deadline for submission missed - teacher to speak to pupil, issue a minor reprimand and arrange time for a lunchtime catch up session.

Lack of preparation for controlled assessment - teacher to speak to pupil, issue a minor reprimand and arrange time for a lunchtime catch up session.

Additional support for the above will be provided by the Head of Department.

Repeated or more serious problems, for example:

Further homework problems, for example repeated failure to hand in homework, and without good reason.

Lack of progress in the subject.

Falling behind with coursework; more than one deadline missed.

Failure to catch up on work missed through absence after reasonable time allowed.

Additional support for the above will be provided by the Head of Department. Attendance at supervised departmental lunchtime sessions until work is up to date would be appropriate for all the above circumstances.

Misbehaviour in lessons, for example repeated disturbance to lesson.

Persistent failure to bring books and equipment to lesson.

Persistent failure to complete outstanding work.

A reprimand from the Head of Department and a supervised departmental lunchtime detention is appropriate to address these circumstances. The Head of Department will notify the relevant Head of Year indicating the concern raised and the action taken.

There are occasions where repeat offences are indicators of difficulties that a student is having e.g. poor organisation or concentration or incomplete work. In these cases, an open mind is kept about why a student may be displaying certain behaviours and is investigated with the appropriate personnel.

Head of Year/Assistant Head

Unresolved or persistent behaviour that has not changed following intervention from the classroom teacher or form tutor may be referred to the Head of Year or Head of Department. This might include issues like:

Repeatedly not adhering to the dress code.

Chewing gum – first offence results in a warning, second offence results in a detention.

Rudeness or insolence to a member of staff.

Bullying.

Deliberately missing a lesson.

Improper use of school IT network.

Sixth form

Inappropriate behaviour in the common room - may be banned from common room for a given time dependent on the behaviour infringement.

A meeting of the student with the Head of Year or Assistant Head (Pastoral) is appropriate for the above; sanctions used will vary depending on the circumstances but will include supervised lunchtime sessions, lunchtime detentions and after school detentions.

Deputy Head (Pastoral and Wellbeing)

Misbehaviour in a public place, on the school grounds, on a school bus or in the school car parks.

Dangerous driving in the car park or parking in the car park without a permit.

Consumption of alcohol or smoking.

If a search for prohibited items is being considered refer to the LSF Student Serious Discipline Policy.

Head

Truancy.

Drugs offences.

Pastoral Concerns

Level	1a	1b	1c	2
	Informal sanction by tutor	Informal sanction by tutor	Informal sanction by tutor	Lunchtime detention (HoY)
Action	Record on CPOMS (HoY notified automatically) Pupil has to make up time from lateness if appropriate	Record on CPOMS (HoY notified automatically) As previous	Record on CPOMS (HoY notified automatically) As previous	Student meeting with HoY recorded on CPOMS (Tutor notified automatically) Tutor report card. Parents informed
Examples of offences (This list is not exclusive or exhaustive)	Disobeying instructions	Repeated behaviour	Repeated behaviour	Repeated poor behaviour despite warnings
	Low level disruption			Minor insolence
	Late to form time/assembly			Truancy Assembly/Form Time/Lesson
	Unauthorised phone use (1 st)	Unauthorised phone use (2 nd)	Unauthorised phone use (3 rd)	Repeat of level 1c offence
	Uniform infringement (1 st)	Uniform infringement (2 nd)	Uniform infringement (3 rd)	Repeat of level 1c offence
Given by	Tutor	Tutor	Tutor	HoY

Escalation of Academic and Pastoral sanctions

Level	3	4	5	6	7
	SLT Lunchtime detention	SLT after-school detention	Saturday detention	Temporary Exclusion	Permanent Exclusion
Action	Student meeting with a member of SLT, recorded on CPOMS. Possible continued monitoring via report card	Letter to parents, record on CPOMS & school report	Formal meeting with parents, letter of concern and record on CPOMS	Formal meeting, letter of confirmation, pupil interview on return and record on CPOMS	
Examples of offences (This list is not exclusive or exhaustive)	Repeated poor behaviour	Direct challenge to a member of staff		Any serious incident	Any serious incident
	Endangering their own safety	Endangering the safety of others		Deliberately endangering safety or health	Deliberate attempt to harm others
	Irresponsible use of electronic communications	Plagiarism (Minimum Sanction)			
		Offensive use of electronic communications	Discriminatory use of electronic communications	Highly offensive or deliberately discriminatory use of electronic communications	
		First act of theft or vandalism	Repeated act of theft or vandalism		
	Repeat of level 2 offence HoD/HoY	Repeat of level 3 offence SLT	Repeat of level 4 offence Dep Heads	Repeat of level 5 offence Head	Head

APPENDIX 2: REWARDS

It is important to praise and reward pupils for their achievements. These include, for example, verbal praise and written remarks about good work and other rewards as explained below.

Tier 1 Awards

Students can receive praise points, which are recorded for the student and goes towards their house totals in the following 5 categories:

Academic Effort

Academic effort that may not be measurable through a grade such as good work in class.

Academic Achievement

Awarded to a student who has produced an excellent piece of assessed work, perhaps beyond their normal level of achievement.

Co-Curricular

This is for excellence in any area of our co-curricular programme including music, drama sport, DofE or any club. Equally this could be used to recognise success in activities outside of school.

House Point

This category is to be awarded exclusively in conjunction with the house system for individual success or effort. Importantly this reward can be given whether or not the student's house won, it's the taking part that matters.

School Spirit

General reward for students who help to improve the school for the good of the whole school community and beyond. This could be through student leadership or charity work but could equally be a simple thing like helping a fellow student.

Tier 2 award: Merit cards

The Merit card stands between a praise point, given for a good piece of work or effort, and the Excellence Book which records exceptional events. Merit cards are worth 5 student praise/house points, which are recorded for the student and contribute to their house totals.

Merit cards should be awarded for achievements such as:

A substantial piece of work over and above what would normally be achieved by the pupil

A sustained period of real effort over several weeks

Strong positive contribution to the community (fundraising, exceptional kindness to others)

Helping or supporting others at some considerable inconvenience to themselves, including, for example, volunteering to help at weekends, helping at a school event.

Tier 3 Award

Excellence Book

Nomination for the Excellence Book is reserved for success which is really outstanding, for example, competing at county or national level in sport or academic success in an Olympiad, regional or national debate and other competitions. A member of staff completes a notice for assembly (available from the Head's PA) and parents are notified. The pupil(s) are invited to sign the Excellence Book at morning break or the next suitable time.

10 Praise/House points are awarded for an entry in the Excellence Book.

Praise points accumulate over each academic year and count towards House Certificates and Head's awards, which are awarded at the end of the summer term.

House Certificates

Approximately 100 students receive a Bronze House certificate, 25 Silver, 10 Gold and 5 Platinum – the number of points needed being determined to achieve these approximate number of certificates. These are presented in the final House Assembly of the academic year.

Head's Awards

The receipt of these is to be considered a significant achievement and, as such, they are presented by the Head in the final assembly of the year to a small number of students.

Gold Head's Award: 7 in total, awarded to the student with the highest number of points in each year group

Silver and Bronze Head's Award: max 5 of each, awarded to students with the highest number of points when ranked as a whole-school (Gold recipients omitted)

A wide range of rewards and achievements are celebrated in year group and whole school assemblies, for example:

1. certificates for a variety of awards and successes are presented
2. individual achievements are shared and the participant congratulated
3. results of team matches are read out and the players congratulated
4. pupils who are successful in educational competitions are congratulated

In addition, press releases are sent to local newspapers whenever notable success is achieved and information is uploaded to the school website.

Achievement is recognised formally in annual ceremonies, such as the Y13 celebration, Sports and Music dinners, where a considerable number of awards are presented.

APPENDIX 3: LOUGHBOROUGH HIGH SCHOOL RULES

All pupils should know the following rules for the whole school community.

There are two periods of statutory registration daily – at 08.40 and 14.25. Pupils must be in form rooms by 08:40 and must be prompt to all lessons. The 14:25 registration is taken at the start of Period 8 by the subject or cover teacher.

Silence should be observed at assembly time and in the library.

If a pupil is absent because they are unwell, a parent should notify school by 9.15am. If a pupil leaves school during the day, they must sign out at Reception and sign in if they return.

If a pupil feels unwell, they should go to Matron, who will arrange, if appropriate, for them to go home. No pupil may make their own arrangements to go home during the day.

Correct uniform must be worn by all pupils. All items of uniform and personal belongings must be clearly marked with the owner's name. The school does not accept responsibility for any loss.

School cannot be held responsible for any money or valuable possessions brought into school unless such items are given into the safekeeping of a member of staff. Such items must be marked with the owner's name.

At morning break pupils may eat snacks in the form room or outside and litter should be put in the bins provided. All lunches are to be eaten in the dining room or outside. No one may eat or drink in the computer areas, the Genius Bar, the hall, the corridors, on the stairs or in transit. Takeaway food and drinks are not to be brought on to the campus or into the buildings. Hot drinks should not be taken into lessons.

Devices that play music should only be used for educational purposes during the school day. Headphones are not to be used in the dining hall or in transit around school. If they are misused they may be confiscated. We strongly advise that headphones are not used on the journey to or from school for reasons of security and safety.

Mobile phones should only be brought to school on the understanding that no responsibility can be accepted for their loss, we operate on a never used, seen or heard policy. Pupils in Years 7-9 should keep these locked in their lockers during the school day unless granted permission to make a call by a member of staff. Phones should not be used by pupils of any year group in lessons, including private study lessons, or in the library unless permission has been given by the supervising member of staff. In addition, they are not to be used in the dining hall or in transit around school. If they are misused they may be confiscated. Mobile phones are not allowed in examination rooms, and pupils should be aware of the serious consequences of having a mobile phone in public examinations.

Use of the Internet must be in accordance with the guidelines of the school and under the terms of the responsible use agreement signed by all pupils and their parents/guardians.

All pupils must adhere to the school's Drugs and Substance Abuse Policy, which forbids the possession and/or use of, for example, alcohol, drugs, solvents and cigarettes during the school day and on journeys to and from school.

Sixth Form

Sixth form students are allowed out of school during the lunch hour. Pupils must sign out at the office and sign in again on their return.

All sixth formers must adhere to the Sixth Form Dress Code.

Members of LGS and LAS sixth form can be invited into the LHS Common Room between 1.30pm and 2.15pm.

Sixth formers are responsible for keeping the Common Room as clean and tidy as possible and have responsibility for organising their own tea/coffee and washing up their own crockery. If any electrical appliance is brought to school, it must be checked by the school's electricians before use.

Rules and guidelines for exams are found in the Exams policy.

APPENDIX 4: CONFISCATION OF PROPERTY

Staff are discouraged from confiscating valuable items from girls and should instead report any issue through iSams indicating the problem. The HOY or form teacher will then speak to the girl and, if it is felt that confiscation is necessary, then this will be done by the HOY. Small items would be placed in a sealed, labelled and signed envelope and all items will be kept securely in the school safe. The exception to this is when a mobile device is being used inappropriately. The device will be taken to the school office immediately for safe keeping and for collection by the student at the end of the school day. The confiscation of a mobile phone should be reported on iSams.

Similarly, non-valuable items, for example incorrect uniform, should be reported via iSams.

Any obvious unauthorised items such as cigarettes, vapes, alcohol or offensive magazines should be confiscated immediately and reported directly to the HOY or the Deputy Head (Pastoral and Wellbeing).

If a girl is thought to be in possession of an illegal item, substance or equipment associated with substance abuse, the guidance in Appendix 5 should be followed.

It should be noted that the 2006 Education and Inspections Act clearly states that the confiscation of pupils' property is legitimate provided three key conditions are all satisfied.

The confiscation should take place either on the school premises, or elsewhere when the pupil is under the 'lawful control' of the school staff – i.e. a trip/sports fixture.

The person confiscating the item is authorised to do so – which you are automatically as a paid member of staff. It should be kept in a secure place until the time it is collected.

The confiscation must be reasonable in all of the circumstances. To be reasonable the confiscation must be a 'proportionate punishment' taking into account any special circumstances. This clearly suggests a 'sliding scale'; it may well be reasonable to retain an iPod for three days, but not a mobile phone which the girl may need for safety purposes.

Staff cannot lawfully hold on to confiscated property indefinitely, nor simply 'dispose' of it (even if they are obvious unauthorised items such as cigarettes, alcohol or offensive magazines). The best course of action is to invite the parents to collect such items from the relevant Head of Year or the Deputy Head (Pastoral and Wellbeing).

APPENDIX 5: DRUGS AND SUBSTANCE ABUSE

The school does not condone the misuse of drugs, solvents, alcohol, tobacco or non-therapeutic psychotropic substances by its pupils or the illegal supply of these substances. The school is committed to the health and safety of its members and will take appropriate action to safeguard their wellbeing. Acknowledging the importance of its pastoral role in the welfare of its pupils the school will seek to persuade pupils in need of advice and/or support to seek such help.

Through a variety of lessons and the school's PSHCE programme, through lectures and discussions we aim

- to provide accurate information about substances;
- to increase understanding about the implications and possible consequences of use and misuse;
- to equip pupils with the attitudes and skills to avoid drug misuse;
- to encourage an understanding for anyone likely to experience substance misuse;
- to widen understanding about related health and social issues;
- to assist pupils to identify sources of appropriate support;

In this way we trust our pupils will be able to develop a sensible and informed attitude towards drugs and substances. Harm minimisation plays no part in our education programme although pupils' questions should always be answered honestly.

Any pupil discovered using, possessing, giving away, selling or intending to supply drugs (whether on campus or off campus) covered by the Misuse of Drugs Act will normally be asked to leave. Any pupil's case would be heard fully and sympathetically. Any other involvement with such substances would be carefully explored and could lead to action being taken. In all cases the school would wish to balance the need to help those who become involved with drugs with the need to protect other pupils and the interests and reputation of the School.

The School forbids any pupil to smoke cigarettes, vape, drink alcohol or use 'legal highs' or to have any of these in their possession at any age within school, during the school day or on journeys to and from school. If pupils are found to be doing this, appropriate sanctions will be imposed by the Head.

Dealing with these sensitive issues is very hard and it is essential that the School and parents work together and, through discussion, enable pupils to develop a sensible and mature attitude to drugs and substances.

Action to be taken if there was an instance involving substance misuse or supply within school

In an instance involving substance misuse or supply within school and following discussions between staff who know the pupil well

- parents will be informed at the earliest opportunity by the Head, so that the school and the parents can then work together to support the pupil involved;
- the police will be informed and details regarding anyone involved will be passed to the Police Liaison Officer;

- the school will consider each case individually and will consider very carefully the implications of any action it may take, always seeking to balance the interests of the pupils involved, the other school members, and the local community;
- the Head will take responsibility for liaison with the media, ensuring as far as possible the privacy of any young person involved and their family;
- the Head will inform the chair of governors (or in their absence the vice chair) as soon as possible.

Guidance for staff

If a pupil discloses substance misuse in school, staff will inform the Head without delay. Where a pupil discloses substance misuse off the premises, staff will use their discretion to decide on appropriate action but will normally inform the Head and Designated Safeguarding Lead.

Where staff discover substances suspected to be harmful, illegal or deserving of investigation, she/he should note the procedures by which substances may be removed from a place or a person.

(a) A place

If possible, remove the substance from where it was discovered in a witness's presence. If this is not possible, do not leave the substance there while you seek a colleague's help as a witness. Continue with the procedure below. Remove it and find immediately a member of staff, to whom you can explain what has happened.

(b) A person

When receiving or retrieving substances from a pupil do so, if possible, in the presence of a witness. In the absence of a witness, do not decline receiving substances, or, within the limits of professional discretion and in accordance with the school policy on conducting searches, removing a suspicious substance from a pupil's possession. Never accuse a pupil of taking drugs.

Staff must appreciate that they cannot offer confidentiality to pupils where illegal drugs are involved.

The following guidelines should be observed at all times:

1. Remove the substance and write out an account of the events, including the time, place and circumstances leading up to the discovery of the substance. The appearance of the substance should also be recorded.
The account should be signed and countersigned by a witness.
2. The Head should be contacted immediately.
3. The pupil involved should write out an account of the events and sign it. Where more than one pupil is involved each, in turn, should give their account to two members of staff, one of whom will keep an account of the dialogue between staff and pupil. Both staff and pupil should then sign the account.

N.B. Pupils should **not** be interviewed together.

4. If possible, take the substance immediately to the Head. Do not keep the substance on your person or in a place of safe keeping; to do so may place you at risk. If on a school trip contact the Head or a member of SLT immediately.
5. If possible, in the presence of the Head, place the substance in a sealed container, and the package should be signed and dated by you and the Head. An official report should be completed recording the time, date and circumstances of the findings.
6. The Head will arrange for the police to remove the substance.
7. In the event of a discovery of any equipment associated with substance use e.g. syringes and needles, pupils should not be allowed to handle such items. All equipment found must be handled by adults with utmost care. The Head must ensure that materials are placed in a secure container to await collection by the police.
8. It is in the best interests of a member of staff, who confiscates, or finds drugs, to follow the guidelines outlined above immediately, so that she/he cannot be accused of "being in possession of an illegal drug" her/himself.
9. The Head should be the only person to contact the parents and staff should not discuss the events with any other party.

APPENDIX 6: LSF CODE OF CONDUCT

LSF Code of Conduct for the Car Parks and Burton Walks

At all times be courteous and mature in your behaviour
Cross only at designated crossing points
Stay on the paths and pavements and do not take short cuts
Look carefully before crossing or stepping out
Do not walk more than three abreast
Do not wear earphones - you need your ears as well as your eyes
Do not play games on The Walks
Do not linger along The Walks, especially at the T junction
Beware of moving vehicles
Do not hang around at the barrier or ask to be picked up there
Do not leave bags and coats by the barrier

Remember that your actions could save a life

LSF Code of Conduct for the Buses

If you have any concerns about behaviour, tell a sixth former
or a teacher as soon as possible
Always wear your seat belt throughout the journey
Do not talk to or distract the bus driver
Do not move around the bus until it has stopped at your designated stop
Do not throw any items around the bus
Do not leave any litter on the bus
Do not hang out of the windows or encourage others to do so
Do not open emergency exits unless requested to do so
Do not write on the windows in any way

Remember that your actions could save a life

APPENDIX 7: USE OF REASONABLE FORCE

This policy should be read in conjunction with the DfE guidance 'Use of reasonable force' (July 2013) and Section 93 of the Education and Inspections Act 2006.

Aims

To create a learning environment in which young people and adults feel safe.

To protect every person in the school community from harm.

To protect all pupils against any form of physical intervention that is unnecessary, inappropriate, excessive or harmful.

To put in place guidance for staff so that they are clear about the circumstances in which they might use reasonable force to restrain pupils and how such reasonable force might be applied.

Legal Framework

Any member of staff, including any person whom the Head has authorised to have control or charge of pupils at LHS, has a legal power to use reasonable force to prevent pupils committing a criminal offence, injuring themselves or others, or damaging property, and to maintain good order and discipline, whether during a teaching session or otherwise. Legal power may be used where the pupil (including a pupil from another school) is on the school premises or elsewhere under the lawful control or charge of the staff member (for example on a school visit).

This policy and related use of force guidance is intended to help staff feel more confident about using force when they think it is right and necessary.

Staff should not put themselves at risk. An individual would not be seen to be failing in their duty of care by not using force to prevent injury, if doing so threatened their own safety.

Staff must always avoid touching or holding a pupil in a way that might be considered indecent.

The school acknowledges its legal duty to make reasonable adjustments for disabled children and children with Special Educational Needs.

It is always unlawful to use force as a punishment. This is because it would fall within the definition of corporal punishment, which is illegal.

Reasonable force

In schools, force is generally used for two different purposes – to control pupils and to restrain them. The degree of force used should be the minimum needed to achieve the desired result.

Control means either passive physical contact, such as standing between pupils or blocking a pupil's path, or active physical contact such as leading a pupil by the arm out of the classroom or ushering a pupil away by placing a hand in the centre of their back.

Restraint means to hold back physically or to bring a pupil under control. The use of restraint techniques is usually used in more extreme circumstances, such as when two pupils are involved in a fight and physical intervention is needed to separate them.

Schools can use reasonable force to:

- prevent a pupil from attacking a member of staff, or another pupil, or to stop a fight between two or more pupils;
- prevent a pupil causing deliberate damage to property;
- prevent a pupil causing injury or damage by accident, by rough play, or by misuse of dangerous materials or objects;
- ensure that a pupil leaves a classroom where the pupil persistently refuses to follow an instruction to do so;
- prevent a pupil behaving in a way that seriously disrupts a lesson or
- prevent a pupil behaving in a way that seriously disrupts a school sporting event or school visit.

Prevention should be the primary consideration

Steps to avoid these situations should be taken and the adult should be able to demonstrate that those steps were taken for example attempts to deescalate the situation and appropriate warnings were given that force might be used. Physical restraint should always be the last resort.

Reporting an incident

Immediately following an incident where reasonable force was used, the member of staff concerned should inform the Head or a senior member of staff and provide a written report. Parents/carers should be contacted as soon as possible and the incident explained to them. This action will also be recorded in the incident log, Appendix 1. Staff should keep their own copy of any written report.

Related policies are:

- Child Protection and Safeguarding policy
- Complaints policy

INCIDENT RECORD FORM

Details of pupil on whom force was used – name, class and any Special Educational Needs, disability or other vulnerability
Date, time and location of incident
Names of staff (or volunteers) involved (directly and as witnesses)

Details of other pupils involved (directly or as witnesses), including whether any of the pupils involved were vulnerable for SEN, disability, medical or social reasons
Description of incident by the staff involved including any attempts to de-escalate and warnings given that force might be used
Reason for using force and description of the force used
Any injury suffered by staff or pupils and any first aid and/or medical attention required
Follow up, including post-incident support and any disciplinary action against pupils
Any information about incident shared with staff not involved in it and external agencies
When and how those with parental responsibility were informed about the incident and any views they have expressed

Has any complaint been lodged (details should not be recorded here)?	
Report compiled by:	
Name and role:	
Date	
Report countersigned by:	
Name and role:	
Date	

Notes of guidance for completing the Incident Record Form

Please note: the names of pupils should be removed before the completed form is sent to parents and the names of members of staff should only be included with their consent.

The member of staff involved in the incident compiles the incident report. The member of staff with lead responsibility for safeguarding checks the record and the school provides the member of staff involved in the incident with a copy of the final version. It is important that this information is treated in confidence.

All accounts of the same incident should be recorded, including those of the pupil or pupils involved. Parents should not be given a copy of the incident record as a matter of course, but they should be told when and where the incident took place, why it was decided that force had to be used, the strategies used to try to avoid having to use force, what force was used, whether there were any injuries and what follow-up action (support and/or disciplinary) was being taken in relation to their child. Ordinarily the names of those involved in the incident should not be disclosed in the report.

However, the pupil may give this information to the parent or the parent can request the information from the school. The school should deal with these requests in accordance with the Data Protection Act 1998.

APPENDIX 8 SEARCHING

Searching can play a critical role in ensuring that schools are safe environments for all pupils and staff.

The list of prohibited items is: knives and weapons, alcohol, illegal drugs, stolen items, any article that the member of staff suspects has been or is likely to be used: to commit an offence, or to cause personal injury to, or damage to property of; any person (including the pupil). Tobacco and cigarette papers, fireworks, and pornographic images. At Loughborough High School e-cigarettes and vapes are also in the prohibited items list.

Under common law, school staff have the power to search a pupil for any item if the pupil agrees. The member of staff should ensure the pupil understands the reason for the search and how it will be conducted so that their agreement is informed.

The age and needs of pupils being searched must be considered, this includes the individual needs or learning difficulties of pupils with Special Educational Needs (SEN) and making reasonable adjustments that may be required where a pupil has a disability.

Only the headteacher, or a member of staff authorised by the headteacher, can carry out a search.

The headteacher should oversee the school's practice of searching to ensure that a culture of safe, proportionate and appropriate searching is maintained.

The designated safeguarding lead should be informed of any searching incidents where the staff member had reasonable grounds to suspect a pupil had a prohibited item. The staff member should also involve the designated safeguarding lead without delay if they believe that a search has revealed a safeguarding risk.

Before searching

A search can be considered if the 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.

Before any search takes place, the member of staff conducting the search should explain to the pupil why they are being searched, how and where the search is going to take place and give them the opportunity to ask any questions.

The authorised member of staff should always seek the co-operation of the pupil before conducting a search. If the pupil is not willing to co-operate with the search, the member of staff should consider why this is. Reasons might include that they have a prohibited item, do not understand the instruction, are unaware of what a search may involve, or have had a previous distressing experience of being searched.

If a pupil continues to refuse to co-operate, the member of staff may sanction the pupil in line with the school's behaviour policy.

During a search

An appropriate location for the search should be found. Where possible, this should be away from other pupils. The search must 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.

The law states the member of staff conducting the search must be of the same sex as the pupil being searched. There must be another member of staff present as a witness to the search.

There is a limited exception to this rule. This is that a member of staff can search a pupil of the opposite sex and/or without a witness present only: if the member of staff carrying out the search reasonably believes there is 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 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.

A 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' means any item of clothing that is not worn next to the skin or immediately over a garment that is being worn as underwear, as well as hats, shoes, boots, or scarves.

'Possessions' means any goods over which the pupil has or appears to have control - this includes desks, lockers and bags. A member of staff can search lockers and desks or other personal spaces at the school for any item provided the pupil agrees. Schools can make it a condition of having the locker or space that the pupil agrees to have these searched. If the pupil withdraws their agreement to search, a search may be conducted both for the prohibited items listed in paragraph 3 and any items identified in the school rules for which a search can be made.

A pupil's possessions can only be searched in the presence of the pupil and another member of staff, except where there is a risk that serious harm will be caused to a person if the search is not conducted immediately and where it is not reasonably practicable to summon another member of staff.

The member of staff's power to search outlined above does not enable them to conduct a strip search. Refer to the LSF Students Serious Disciplinary Policy, 3.2, Search and Reports to the Police.