



Behaviour and Relationships Policy

November 2025

Approved by	Date	Review Schedule	Date of next review
Trust Board	26/11/25	Every year	Nov 2026

Saint Paul teaches, 'the body is not made up of one part but of many.'

Chester Diocesan Learning Trust recognises and nurtures the unique gifts, skills and talents within our whole community.

We will empower adults and children to grow in character and mind, shaping a better future.

Shaping better futures; one body, many parts.

Contents

1. Policy Overview, Vision & Aims	3
2. Legislation, Statutory Requirements and Statutory Guidance	3
3. Behaviour & Relationship Principles	4
4. Definitions	4
5. Bullying	5
6. Roles and Responsibilities	6
7. Behavioural and Relational Approaches	8
8. Reasonable Force and Restrictive Interventions	8
9. Safeguarding	10
10. Internal Exclusions, Suspensions and Permanent Exclusions	12
11. Supporting Vulnerable Groups	13
12. Transition and Induction	14
13. Staff Training and Continued Professional Development	14
14. Monitoring and Evaluation	14

APPENDICES

School Policies (as appropriate)	15
----------------------------------	----

This document sets out the behaviour and relationship policy for Chester Diocesan Learning Trust (CDLT). Where applicable, school-specific arrangements are included within the appendices of this policy document, as there may be particular requirements for each school community.

1. Policy Overview, Vision & Aims

*“You can’t teach children to behave better by making them feel worse.
When children feel better they behave better.” Pam Leo*

CDLT aims to create an inclusive, supportive, and nurturing environment where every child feels valued and respected. Rooted in Christian values, our approach to behaviour and relationships is guided by the teachings of compassion, forgiveness, and respect to help all pupils to flourish academically, socially, and spiritually. We aim to support every child in building positive relationships and taking responsibility for their behaviour within a loving, Christian community.

Key objectives of CDLT’s Behaviour and Relationships Policy include:

- Cultivating a culture of excellent behaviour and relationships in a calm, safe environment.
- Establishing a school-wide approach to maintaining high behaviour standards aligned with school values.
- Setting clear expectations, boundaries, and consequences for behaviour.
- Ensuring a consistent yet equitable approach to behaviour management for all pupils.
- Defining unacceptable behaviour, including bullying and discrimination.

This policy reflects CDLT’s commitment to valuing each child, aspiring to excellence, and being a nurturing learning community.

2. Legislation, Statutory Requirements and Statutory Guidance

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

- Behaviour in schools: advice for headteachers and school staff 2024
- Searching, screening and confiscation: advice for schools 2022
- The Equality Act 2010
- Keeping Children Safe in Education¹
- Suspension and permanent exclusion from maintained schools, academies and pupil referral units in England, including pupil movement 2024
- Use of reasonable force in schools
- Supporting pupils with medical conditions at school
- Special Educational Needs and Disability (SEND) Code of Practice
- Behaviour in Schools: Advice for headteachers and school staff

In addition, this policy is based on:

- Schedule 1 of the [Education \(Independent School Standards\) Regulations 2014](#); paragraph 7 outlines a school’s duty to safeguard and promote the welfare of children, paragraph 9 requires the school to have a written behaviour policy, and paragraph 10 requires the school to have an anti-bullying strategy.
- [DfE guidance](#), which explains that academies should publish their behaviour policy and anti-bullying strategy.

This policy complies with our funding agreement and articles of association.

3. Behaviour & Relationship Principles

At CDLT, we emphasise the importance of high standards of behaviour, relationships and attendance for a school’s success. This ensures all pupils can progress in their education, and staff can effectively teach and promote learning.

¹ This policy reflects legislation and statutory guidance in force at the date of approval. Some statutory guidance (including Keeping Children Safe in Education) is updated annually or more frequently. Schools are responsible for ensuring compliance with the current statutory requirements pending the next scheduled review of this policy. Where significant legislative or statutory changes arise, Chester Diocesan Learning Trust may issue interim guidance or revised documentation. Schools requiring clarification should contact the Trust.

The Trust Board supports the right of all community members to work, learn, and play in safe, supportive environments.

CDLT is committed to fostering a positive ethos in each of our academies, promoting a place where pupils feel safe, enjoy learning, develop resilience, and are prepared for future educational stages. Behaviour should never jeopardise the safety of anyone in the school community. All members of our school communities are expected to uphold the Christian ethos, maintain a safe environment, respect each other, and ensure kindness and anti-bullying practices. Behavioural expectations are consistent enough so that all understand, yet flexible enough to meet individual needs, where appropriate.

Key principles of the Behaviour and Relationships Policy include:

- Inclusivity: All pupils, regardless of background or need, are respected and supported.
- Boundaries with Compassion: Clear and fair boundaries ensure safety and mutual respect, helping pupils develop self-regulation.
- Calm, Kind, Consistent Behaviour: Adults model these behaviours to guide pupils.
- Restorative Practices: Supporting pupils in repairing relationships and understanding their actions.
- Pupil and Parent/Carer Voice: Valuing input from pupils and parents to create an inclusive culture.
- Christian Ethos: Fostering respect, kindness, and forgiveness rooted in Christian values.

The Trust's Equalities Policy reaffirms the commitment to an inclusive environment, free from discrimination or bullying, in line with the Equality Act of 2010.

4. Definitions

A positive culture is at the heart of our Behaviour and Relationships Policy. We aim to create a school environment that is happy, safe, and conducive to learning. Every member of our CDLT family is valued, and we work together to build a culture where kindness, respect, and understanding is evident in every interaction.

At CDLT, we use the following language when discussing behaviour:

- Difficult and/or unsocial behaviour
- Dangerous and/or anti-social behaviour
- Crisis, dysregulated or distressed behaviour

Taking a non-judgemental, curious and empathic attitude towards behaviour is vital. We encourage all adults in school to respond in a way that focuses on the feelings and emotions that might drive certain behaviour, rather than the behaviour itself. Pupils displaying 'anti-social' or 'dangerous' behaviours still need to be regarded as vulnerable and whilst pupils' safety is always the priority, we also have a moral duty and obligation to provide appropriate support to those who need it.

Difficult and/or unsocial behaviour may include:

- Disruption in lessons, and during break / lunchtimes
- Non-completion of provided tasks and activities
- Use of inappropriate language
- Appearing to be disengaged
- Refusal to follow given instructions

Difficult/dangerous/anti-social behaviour may include:

- Repeated breaches of the school rules
- Any form of bullying
- Sexual violence, such as rape, assault by penetration, or sexual assault (intentional sexual touching without consent)
- Sexual harassment, meaning unwanted conduct of a sexual nature, such as:

- Sexual comments
- Sexual jokes or taunting
- Physical behaviour such as interfering with clothes
- Online sexual harassment, such as unwanted sexual comments and messages (including on social media), sharing of nude or semi-nude images and/or videos, or sharing of unwanted explicit content
- Vandalism
- Theft
- Fighting
- Smoking
- Racist, sexist, homophobic or discriminatory behaviour
- Possession of any prohibited items (please refer to any school-specific list as provided in appended information, where applicable)
- Fireworks
- Pornographic images
- Any article a staff member reasonably suspects has been, or is likely to be, used to commit an offence, or to cause personal injury to, or damage to the property of, any person (including the pupil).

5. Bullying

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying may include:

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

In any case where bullying is suspected, an investigation will take place and the school will apply the appropriate consequences in line with the relevant policies.

For more detail please refer to the school's Anti-Bullying Policy.

6. Roles and Responsibilities

The Trust Board

The Trust Board is ultimately responsible for monitoring the effectiveness of this Behaviour and Relationships Policy and holding each school to account for its implementation.

The Local Governance Committee (LGC)

The LGC of each school is responsible for overseeing the implementation of this Behaviour and Relationships Policy in its school.

The Headteacher

The Headteacher is responsible for:

- Reviewing and approving this behaviour policy to incorporate any school-specific additions, systems, processes, or procedures within the appendix of this policy. Publishing this policy and making it available to staff, parents and pupils at least once a year.
- The day-to-day implementation of this policy.
- The monitoring and implementation of this policy and of the behaviour and relational procedures at the school.
- Establishing the standard of behaviour expected by pupils at the school.
- Being a visible presence around the school, setting the expectations of behaviour and supporting all staff in achieving these.
- Determining the school rules and any consequences for not following these.
- Use behaviour data to target and assess interventions. Ensuring the data from behaviour data is reviewed regularly, to make sure that no groups of pupils are being disproportionately impacted by this policy.
- Supporting staff (through offering appropriate CPD and training) in providing reasonable adjustments and appropriate provision for pupils with complex needs or who frequently display anti-social or dangerous behaviours.
- Ensuring this policy works alongside the safeguarding policy and if required, considering whether a pupil should be internally or externally suspended/excluded.
- Reporting to the LGC on the implementation of this policy, including its effectiveness.
- Providing new staff with a clear induction into the school's behavioural culture to ensure they understand its rules and routines, and how best to support all pupils to participate fully.

Staff

All members of staff are responsible for:

- Adhering to this policy.
- Supporting pupils in adhering to this policy.
- Promoting a supportive, high-quality and safe learning environment.
- Establishing and maintaining clear boundaries of acceptable pupil behaviour.
- Communicating the school's expectations, routines, values and standards through teaching behaviour, and in every interaction with pupils.
- Modelling behaviour expectations and positive relationships.
- Knowing pupils well and displaying positive relationships with all.
- Being aware of the needs, outcomes sought, and support provided to any pupils who are receiving a personalised plan.
- Considering the impact of their own behaviour on the school culture and how they can uphold school rules and expectations.

- Recording behaviour incidents promptly.
- Setting high expectations for every pupil.
- Keeping the relevant figures of authority up-to-date with any changes in behaviour and relationships.

The school's Senior Leadership Team (SLT) will support staff in responding to behaviour incidents when required and if appropriate.

Parents and Carers

Parents and carers are expected to:

- Read and understand the Behaviour and Relationships Policy and reinforce it at home where appropriate.
- Support their child in adhering to the Behaviour and Relationships Policy.
- Inform the school of any changes in circumstances that may affect their child's behaviour.
- Discuss any behavioural concerns with the class teacher promptly.
- Ensure their child's regular and punctual attendance at school.
- Take part in any pastoral work following difficult, dangerous or anti-social behaviour (for example, attending reviews of specific behaviour interventions).
- Work collaboratively with school to ensure pupils receive consistent messages about how to behave at home and at school.
- Raise any concerns relating to behaviour and relationships with the school directly, while continuing to work in partnership with the school.
- Take part in the life of the school and its culture.

The school endeavours to build positive relationships and supportive dialogues between the home and the school by keeping them informed about developments in their child's behaviour and the school's policy

Pupils

There will be regular opportunities to ensure pupils have a secure knowledge and understanding of the Behaviour and Relationships Policy.

During whole school assemblies, worship and class-based sessions, pupils will be made aware of:

- Expectations relating to behaviour and relationships at school.
- Their duty to follow the Behaviour and Relationships Policy.
- The school's key rules, routines and boundaries.
- Recognition and rewards they may receive for being positive advocates of the Behaviour & Relationships Policy.
- Boundaries and consequences they may face if they choose not to follow the Behaviour and Relationships Policy.
- Support and interventions available to them to help them with their behaviour and relationships.

Pupils will be supported to meet the behaviour standards and will be provided with reminders wherever appropriate. Pupils will be asked to give feedback on their experience of the behaviour culture to support the evaluation, improvement and implementation of the Behaviour and Relationships Policy.

Induction and additional support will be provided for pupils who are mid-year arrivals.

7. Behavioural and Relational Approaches

High Quality Teaching and Learning

Teaching and support staff are responsible for setting the tone and context for positive behaviour and relationships within the classroom.

This is achieved by staff:

- Creating and maintaining a stimulating environment that encourages pupils to be engaged

- Ensuring clear, predictable routines that all pupils are aware of.
- Displaying and referring to the behaviour curriculum and classroom rules.
- Developing a positive relationship with pupils, which may include:
 - Greeting pupils in the morning/at the start of lessons
 - Communicating expectations of behaviour in a variety of ways
 - Concluding the day positively and starting the next day afresh
 - Having a plan for dealing with low-level disruption
 - Using regular praise and positive reinforcement

Recognition and Rewards

When a pupil's behaviour meets or goes above and beyond the expected behaviour standard, staff will recognise it with praise and/or specific positive recognition. This provides an opportunity for all staff to reinforce the school's culture and ethos. Positive reinforcements and rewards will be applied clearly and equitably to reinforce the routines, expectations, and norms of the school's behaviour culture.

Boundaries and Consequences

Boundaries are essential to creating a safe, structured environment where all pupils understand the expectations. CDLT's approach emphasises understanding, compassion and empathy in the delivery of boundaries and consequences. When boundaries are not followed, we implement appropriate consequences in line with this policy, always aiming to teach rather than punish.

Boundaries and expectations must be clearly communicated and regularly revisited. When reminding a child of expectations or boundaries, the child must be regulated. De-escalation techniques may be used to help prevent further behaviour issues arising, such as the use of pre-arranged scripts and phrases.

On occasions when a pupil's behaviour falls below the standard that can reasonably be expected of them, staff will respond appropriately in order to restore a calm and safe learning environment, and to prevent recurrence of behaviours displayed. Staff will endeavour to create a predictable environment by always challenging behaviour that falls short of the standards, and by responding in a consistent, equitable and proportionate manner, so pupils know that behaviour related incidents will always be addressed.

Consequences must be planned with a focus on helping pupils understand the impact of their actions and make better choices in the future. We avoid punitive measures that may damage relationships, opting instead for restorative and reflective conversations and consequences that are logical.

All pupils will be treated equitably under the policy, with any factors that contributed to the behavioural incident identified and taken into account. Personal circumstances of the pupil will be taken into account when choosing consequences and decisions will be made on a case-by-case basis, but with regard to the impact on perceived fairness. It is important to note that there is no expectation for pupils and/or parents/carers to be made aware of other pupils' consequences due to general data protection regulations.

8. Reasonable Force and Restrictive Interventions

At CDLT, we are committed to a proactive, preventative and relational approach to behaviour. The use of reasonable force and other restrictive interventions is always a last resort, used only when necessary to keep pupils and staff safe.

8.1 Definition

Reasonable force refers to the use of physical contact by a member of staff to prevent harm. It may be used to:

- Prevent a pupil from causing injury to themselves or others
- Prevent serious damage to property
- Prevent a pupil from committing an offence or causing serious disorder

Any use of force must be lawful, proportionate and reasonable in the circumstances.

8.2 Principles

The Trust adopts the following principles in line with DfE guidance:

- Prevention first: Staff will use de-escalation, relational approaches and behaviour support strategies to reduce the likelihood of incidents.
- Last resort: Restrictive interventions, including reasonable force, are only used when all appropriate alternatives have been attempted or are judged ineffective in the moment.
- Proportionate and necessary: The least restrictive option will always be used for the shortest possible time.
- Best interests of the child: Decisions will prioritise the safety, dignity and wellbeing of all pupils involved.
- Not a punishment: Force must never be used as a disciplinary sanction.

8.3 Types of Restrictive Intervention

Restrictive interventions may include (but are not limited to):

- Physical intervention (reasonable force): guiding, holding or restraining a pupil to prevent harm
- Environmental interventions: removing a pupil from a situation or restricting access to a space where necessary for safety

All interventions must be reasonable, proportionate, and in line with assessed risk.

8.4 Consideration of Individual Needs

Staff must take into account the needs and vulnerabilities of pupils, including:

- Special Educational Needs and Disabilities (SEND)
- Social, emotional and mental health needs
- Medical conditions
- Trauma or adverse childhood experiences

Where a pupil is known to be at risk of requiring restrictive intervention, a risk assessment and/or behaviour support plan should be in place, developed in partnership with parents/carers and relevant professionals.

8.5 Use of Force

When reasonable force is used, staff must ensure that:

- The intervention is necessary to prevent harm
- The minimum force is used
- The intervention lasts no longer than necessary
- The pupil's dignity and safety are maintained throughout

Staff should, wherever possible, communicate clearly with the pupil during the incident and attempt to de-escalate at all times.

8.6 Recording, Reporting and Review

All incidents involving reasonable force or restrictive intervention must:

- Be recorded promptly and accurately

- Be reported to senior leaders
- Be shared with parents/carers as soon as possible

Following an incident:

- A debrief should take place for both the pupil and staff involved
- Consideration should be given to whether additional support, adjustments or planning are required
- Patterns of incidents will be monitored and reviewed to reduce recurrence

8.7 Safeguarding and Oversight

The use of restrictive interventions is a safeguarding matter. The school will:

- Monitor incidents to identify any disproportionate impact on particular groups of pupils
- Ensure staff receive appropriate training in de-escalation and safe intervention
- Review practice regularly to ensure alignment with DfE guidance and safeguarding expectations

8.8 Staff Training

Headteachers are responsible for ensuring that all staff receive appropriate training in behaviour management, including the use of reasonable force and restrictive interventions, in line with current DfE guidance. All staff will receive baseline training focused on prevention, de-escalation and the legal framework, while those working with pupils with higher levels of need will receive additional, role-specific training. Training will emphasise that restrictive interventions are a last resort, must be reasonable and proportionate, and must never be used as a form of punishment. It will also ensure staff understand the particular needs of vulnerable pupils, including those with SEND, and are confident in recording and reporting incidents appropriately.

8. Safeguarding

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

We will consider whether a pupil's behaviour may be linked to them suffering, or being likely to suffer, significant harm. Where this may be the case, we will follow our child protection and safeguarding policy, and consider whether pastoral support, an early help intervention or a referral to pupil's social care is appropriate.

Mobile Phones

CDLT strongly discourages pupils from bringing mobile phones or other electronic devices into school. If devices are brought into school without prior and formal agreement from the Headteacher, parents will be contacted to collect the device or the device will be stored securely / safely and returned at the end of the school day.

Confiscation, screening and searching

This section outlines the guidelines for searching, screening, and confiscating items from pupils in line with the Department for Education's (DfE) guidance.

Key points include:

- **Confiscation:** Prohibited items found during a search will be confiscated and not returned. Items harmful to school discipline may be returned after discussion with senior leaders and parents.
- **Searching:** Searches will only be conducted by authorized staff, typically of the same sex as the pupil. In urgent cases, a staff member of the opposite sex may search without a witness. The pupil will be informed about the search process, and if they refuse, sanctions may be applied. Reasonable force may be used to conduct a search for prohibited items.
- **Searching Possessions:** Pupils' possessions, including bags, desks, and lockers, can be searched with or without consent for prohibited items. In urgent situations, a search may be conducted by one staff member.

- **Reporting and Support:** Any search for prohibited items must be reported to the designated safeguarding lead (DSL) and parents/carers will be informed. The school will assess whether the pupil needs support after a search, especially if a safeguarding concern is identified.
- **Strip Searches:** Strip searches (removal of clothing beyond outerwear) can only be conducted by police. The school will ensure that any such search is necessary and the pupil's wellbeing is considered. Parents/carers will be notified beforehand, and an appropriate adult will be present during the search.
- **Post-Search Care:** After a strip search, pupils will be supported and given the chance to express their views. The school will assess if further support is needed and may refer to pupil's social care if appropriate.

This policy ensures that searches are carried out with respect for pupil rights and safety, with clear communication and oversight.

Off-site anti-social behaviour

Consequences may be applied where a pupil has displayed anti-social behaviour off-site when representing the school. For example, when:

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

Consequences may also be applied where a pupil has displayed anti-social behaviour off-site, at any time, whether or not the conditions above apply, if the behaviour:

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

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

Online anti-social behaviour

The school can issue behaviour consequences to pupils for online anti-social behaviour when:

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

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

Suspected criminal behaviour

If a pupil is suspected of criminal behaviour, the school will make an initial assessment of whether to report the incident to the police.

When establishing the facts, the school will endeavour to preserve any relevant evidence to hand over to the police.

If a decision is made to report the matter to the police, the Headteacher will make the report.

The school will not interfere with any police action taken. However, the school may continue to follow its own investigation procedure and enforce consequences, as long as it does not conflict with police action.

If a report to the police is made, the designated safeguarding lead (DSL) will make a tandem report to children's social care, if appropriate.

Sexual harassment and sexual violence

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

Pupils are encouraged to report anything that makes them uncomfortable, no matter how 'small' they feel it might be. The school's response will be:

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

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

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

Malicious allegations

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

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

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

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

9. Internal Exclusions, Suspensions and Permanent Exclusions

Relocation

If a pupil is displaying dangerous behaviours and putting themselves or others at risk they may be temporarily relocated from the classroom.

During relocation, pupils will continue learning under supervision, though it may differ from the mainstream curriculum. Relocation is a serious measure and will only be used after other strategies have been attempted, unless immediate action is needed.

Relocation may be used to:

- Ensure safety
- Restore calm for all
- Provide a controlled learning environment
- Allow the pupil to regain composure in a safe space

Pupils may be given a safe space, monitored by staff to support their well-being. This space is not for punishment, but for emotional support. Efforts will be made to reintegrate the pupil as soon as it is safe and appropriate. If relocation occurs more frequently, the school will consider alternative strategies and discuss with parents/carers.

Internal Exclusion

If, despite all supportive measures being adopted, a child continually and seriously breaches the school rules, resulting in anti-social or dangerous behaviour, the Headteacher can use a period of internal exclusion where a pupil may not go back to class for a fixed period of time. Instead, the pupil carries out their educational consequences and learning activities away from their classroom in a safe space, with a familiar adult. Parents/carers would always be informed and this would be formally recorded.

Suspension and Permanent Exclusion

The school may use suspension and/or permanent exclusion in response to serious incidents or in response to persistent dangerous, unsafe and/or anti-social behaviour which has not improved following in-school interventions and personalised plans.

The decision to suspend will be made by the Headteacher and only as a last resort. Following any incident that leads to a suspension, a reintegration meeting will be held to provide an opportunity for reparation and rebuilding of trust and relationships. Every reintegration meeting should involve a restorative and reparative approach.

In extreme situations, the Headteacher may decide, after consultation with the Chair of Governors and CDLT, that permanent exclusion is required.

Please refer to our exclusion policy for more information.

10. Supporting Vulnerable Groups**SEND Support**

To ensure inclusive practices for all pupils, those identified as vulnerable will have personalised plans in place if needed.

The school holds high expectations for all pupils but acknowledges that some may face additional challenges in meeting behavioural and/or relational expectations due to individual needs.

Any behavioural incidents will be considered in relation to a pupil's needs. Decisions about these incidents will be made on a case-by-case basis, ensuring a balance of legal responsibilities, such as avoiding disadvantage to disabled pupils (Equality Act 2010) and ensuring the best support and high expectations for pupils with SEND (Children and Families Act 2014).

Education, Health and Care Plans

For pupils with an EHCP, the school must ensure the provisions outlined in the plan are met and collaborate with the Local Authority. If there are concerns about a pupil's behaviour, the school will work collaboratively with parents/carers and consult relevant external agencies.

The school is committed to making reasonable adjustments and taking preventative measures to support all pupils, ensuring practices meet individual needs.

Children in Care

For pupils with adverse childhood experiences, exclusion is always experienced as something negative and can be a painful reminder of their earlier life experiences. We will make every effort to avoid suspending these pupils in recognition of the increased risk this poses in terms of them quickly disengaging from the school, due to their early experience of broken attachments and loss. For children in care, we will discuss the rationale for consequences with the assigned Education Adviser from the Virtual School. If there is no option other than suspension or exclusion, then we will make every attempt to ensure the process is as trauma informed as possible with a robust reintegration package.

In cases of serious misconduct, such as sexual violence, harassment, discrimination, or bullying, the school will apply the appropriate consequences in line with the relevant policies.

11. Transition & Induction

At the start of each school year, building positive relationships with all pupils is a priority, as these relationships are key to promoting positive behaviour. This process begins with a thorough transition approach, allowing pupils to meet their new class and teacher before the summer holidays, helping both pupils and staff familiarise themselves with one another. For new nursery and reception children, transition visits will be arranged prior to their start date.

To ensure a smooth transition to the next year, pupils will have sessions with their new teacher(s), and staff will hold transition meetings. Relevant information about pupil behaviour may be shared with appropriate staff at the start of the term or year to ensure continuous monitoring and support.

The school will assist new pupils in adapting to behaviour standards by providing an induction process that introduces them to the behaviour policy and school culture. Behaviour expectations will be clearly communicated to both the pupil and their parents/carers.

A nurturing approach recognises the importance of transitions in a broad context, including changes after holidays, between school years, moving between classes, and even small shifts in activities within the classroom or from the playground. For pupils who have faced adversity, even minor changes can provoke feelings of anxiety or stress. Therefore, transitions, particularly changes in routine, are carefully managed with appropriate preparation and support to ease the impact on these pupils.

12. Staff Training and Continued Professional Development

Staff play a central role in shaping behaviour and relationships, and their wellbeing is a priority. We provide ongoing training and support for staff, equipping them with the skills to handle challenging situations calmly and consistently. Training on inclusive practices, managing behaviour, and supporting pupils on the inclusion register is provided regularly, aligned with the school's Christian ethos and research-informed principles.

Specific training linked to de-escalation strategies and behaviour and relational approaches will take place annually. A training record will be maintained for all staff.

13. Monitoring Arrangements

Monitoring and Evaluating Behaviour and Relationships

The school and Trust will collect data on the following:

- Behavioural incidents (including use of Positive Handling)
- Attendance, suspensions and permanent exclusions
- Use of pupil support units, alternative provision and managed moves
- Incidents of searching, screening and confiscation
- Perceptions and experiences of the school behaviour culture for staff, pupils, governors, trustees and other stakeholders (via anonymous surveys)

The data will be reviewed periodically by the Trust Board, SLT and the SENDCO and will be considered from a variety of perspectives including:

- At Trust level
- At school level
- By age group
- At the level of individual members of staff
- By time of day/week/term

- By protected characteristic

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

The trust will work with its academies to consider this data, and whether there are patterns across the trust, recognising that numbers in any one academy are often too low to allow for meaningful statistical analysis.

Policy Review

This policy will be reviewed at least annually by the CDLT Trust Board. Following every review, it will be adopted by the Local Governance Committee of this school. The policy may be reviewed more frequently, if needed, to address findings from the monitoring of the behaviour data (as per section 13.1). At each review, the policy will be approved by the Trust Board.