

PIERVIEW ACADEMY

RELATIONSHIPS & BEHAVIOUR

MANAGEMENT POLICY

(INCLUDING EXCLUSIONS)

Date Reviewed: September 2026



Contents

	2
1. Introduction	3
2. Rules And Expectations About Behaviour For Pupils	3
3. Trauma Informed Relationships Approach	4
4. Parents And Carers	6
5. Behaviour And Conduct In And Around School	6
6. Equality, Diversity and Inclusive Practice	6
Anti-Racism	6
LGBTQ+ Inclusion	7
Cultural Sensitivity	7
7. Rewards, Positive Handling And Exclusions	8
8. Outside School	10
9. Confiscation, Searches And Screening	10
9 Off-site misbehaviour	15
10. Online misbehaviour	15
11. Suspected criminal behaviour	15
12. Zero-tolerance approach to sexual harassment and sexual violence	16
12. Malicious allegations	17
13. Support Of Pupils	17
Appendix 1 - Prohibited items	18
Appendix 2 - Written Statement of Behaviour Principles	18

1. Introduction

Pierview Academy is a school offering short, medium and long term provision for pupils with social, emotional and behavioural difficulties and a range of other special educational needs. This policy acknowledges that the pupils are likely to find it more difficult than their mainstream peers to manage their own emotions and behaviour. The policy has been written to anticipate the possible difficulties that can occur in the school day to ensure that all staff, parents and pupils understand the actions that can be taken to avoid or resolve any difficulties. We strive to create an environment where:

- Learning is supported and attitudes to learning are positive
- Parents, staff and pupils are positive about behaviour in school
- Pupils' behaviour during and outside lessons is good, including learning environments in other locations
- Good behaviour and good work is recognised and appreciated, pupils are proud of their achievements
- Pupils can learn the importance of taking responsibility for their own actions by developing their self discipline skills
- Pupils can gain an understanding of their role in the wider community and in society and can appreciate the need to treat all people with respect
- Skilled and highly consistent behaviour management by all staff makes a strong contribution to improvements in behaviour over time.

There are some fundamental beliefs that underpin our approach to modelling, creating and promoting good behaviour.

- We provide a positive, safe, caring learning environment where every person is valued and respected
- All pupils have the right to consistent and high quality learning with minimal disruption from other pupils
- Regular communication between pupils, parents and staff is vital
- In the unlikely event that children are hurt, abused or bullied by others in school they will be listened to and will receive support – such incidents are taken very seriously
- The developing self esteem of our pupils is very important in preparing them to be successful learners
- The curriculum is acknowledged to play a crucial role in the management of behaviour in school. Pupils who are motivated, engaged and interested are more likely to manage their behaviour well
- The school collaborates with external agencies to support our pupils
- The pupil voice is important when making whole school decisions
- Every learner is treated as an individual and their SEND are taken into account in all aspects of school life.

2. Rules And Expectations About Behaviour For Pupils

The role of the Pastoral Lead at Pierview Academy is to take a lead in the management (in conjunction with SMT) of behaviour within the school. The Behaviour Lead will work with all staff to maintain a positive and

productive teaching and learning environment and will support other colleagues in maintaining positive behaviour, and deliver training on our approaches.

This policy outlines how positive behaviour and attitudes are to be promoted at Pierview Academy and how we plan to eliminate instances of poor behaviour. Where appropriate the Behaviour Lead may draw up an individual behaviour support plan in consultation with staff, SMT and other professionals. The rules at Pierview Academy are as follows:

- We expect all pupils to respect school property, staff, visitors and other learners.
- Lessons will start on time and discretion will be used with respect to visits to the toilet and the use of 'comfort breaks' in lesson time.
- Students (where identified on Risk assessments) will be supervised when moving from place to place and this will be essential if there are health and safety concerns regarding that pupil.
- No one is expected to leave the classroom without permission.
- Students are not permitted to have access to or use mobile phones at any time during the school day. Students may bring a mobile phone to and from school where this is necessary or preferred for their journey to and from school. However, upon arrival at school, the mobile phone must be handed immediately to Reception or a designated trusted adult. The phone will be securely stored by the school for the duration of the school day and will be returned to the student at the end of the school day, before they leave the school premises.

Mobile phones must not be kept on a student's person, in their bag, locker or personal belongings during the school day. Students must not access, use or possess a mobile phone during lessons, between lessons, breaktimes, lunchtimes or any other part of the school day.

If a student fails to hand in their mobile phone on arrival or refuses to comply with this requirement, the school will initially use appropriate behaviour support and intervention strategies to encourage compliance. Where a student continues to refuse to comply, the school may arrange for the student to receive supervised 1:1 educational provision away from the main school site for that day. This decision will be made by an appropriate member of the school's leadership or management team and will take account of the student's individual circumstances and needs. Persistent or serious refusal to comply with the school's mobile phone policy may result in further disciplinary action, including suspension, in accordance with the school's Behaviour Policy and applicable procedures.

- No headphones or other unnecessary items to be worn, unless with the specific permission of the staff member leading a lesson / activity and Senior Management Team.

3. Trauma Informed Relationships Approach

Trauma informed behavioural approaches prioritise relationships, empathy and feeling safe above discipline and other behaviour management principles. Our school recognises that punishing negative behaviour without understanding the reasons behind will not provide a lasting solution or support pupils in learning to regulate their emotions.

When dealing with behaviour that challenges we following these principles:

1. Recognise, validate and attune to children and young people take precedent over other means of discipline – 'connection before correction'
2. A relational approach to discipline should be prioritised – this will still include discussing consequences and using problem solving skills as opportunities for learning.

3. Recognise the impact of an incident on your own feelings, behaviours and triggers before applying discipline approaches.
4. Focus on the function behind a behaviour rather than the behaviour itself.

Trauma Informed Whole School and Targeted Interventions

Pierview Academy uses different interventions recognising that each student is individual and hence may need a different approach when co-regulating.

1. PACE approach (whole school)

Playfulness:

- Integrate playfulness into learning and engagement activities.
- Encourage a lighthearted and positive atmosphere to promote a sense of joy and connection.

Acceptance:

- Embrace each individual's unique qualities and strengths.
- Foster an environment where all students feel accepted and valued for who they are.

Curiosity:

- Cultivate a curious mindset to understand the perspectives and experiences of each individual.
- Encourage open dialogue and exploration of emotions and challenges.

Empathy:

- Foster empathy among students, staff, and families.
- Encourage a compassionate understanding of others' experiences and feelings.

2. Emotion Coaching (whole school)

The four steps of emotion coaching are:

1. Notice empathy
2. Label, validate, attune
3. Set limits (if needed)
4. Problem solve (if needed)

3. Zones of Regulation (whole school & targeted)

At Pierview Academy we promote the use of 'Zones of Regulation'. The Zones of Regulation framework and curriculum (Kuypers, 2011) teaches students scaffolded skills toward developing a metacognitive pathway to build awareness of their feelings/internal state and utilize a variety of tools and strategies for regulation, prosocial skills, self-care, and overall wellness. This includes exploring tools and strategies for mindfulness, sensory integration, movement, thinking strategies, wellness, and healthy connection with others. The Zones of Regulation provides a common language and compassionate framework to support positive

mental health and skill development for all, while serving as an inclusion strategy for neurodiverse learners, those who have experienced trauma, and/or have specific needs in terms of social, emotional, and behavioural development.

4. ELSA (Targeted): This is an educational psychology led intervention for promoting the emotional wellbeing of children and young people. Pierview Academy has trained Emotional Literacy support assistants who deliver targeted interventions.

5. Counselling (Targeted): A trained therapist uses creative elements, such as play, drawing, movement, and drama that are tailored to students' needs. The counselling session takes place weekly and is for students to talk about their worries and concerns, to explore their thoughts, feelings, and behaviour so they can develop a better understanding of themselves and of others.

Assessment

Pierview academy uses a range of measures to monitor student's wellbeing. In particular for those who have experienced trauma, we use reliable, valid and standardised measures to assess children's emotional wellbeing

Whole school measure: Pierview's Wellbeing measure

Looked after Children: Strengths and Difficulties Questionnaire (SDQ)

Students with more than 1 serious incidents per half-term: Boxall Profile

4. Parents And Carers

The involvement of parents and carers is essential to the effectiveness of this policy. Good communication is vital and staff are available for parents to contact by phone or email. Home school communication books are used with some pupils as a means of a consistent dialogue of reflecting their school day, highlighting positives and improvements. We have established a routine of offering parents evenings once yearly when parents can view their child's work, the school environment and discuss their progress with the staff.

5. Behaviour And Conduct In And Around School

Pupils arrive at school at 9:00am (at the earliest) and are greeted by staff members before being taken to their learning areas. At lunchtimes meals are provided and the school promotes healthy eating with menus reflecting this. Special dietary requirements will be catered for. Pupils will eat in designated areas (including their classroom) and will be supervised/accompanied by staff. Pierview Academy promotes healthy living and therefore smoking is discouraged. All jewellery must be removed for PE and vocational subjects but at other times ear studs or small sleepers may be worn. At the end of the school day, learners are escorted to their transport to ensure they are safe on leaving the school site. The end of the school day has been set at 3pm, although student collections begin at 2:45pm as some students live out of borough.

6. Equality, Diversity and Inclusive Practice

Pierview Academy is committed to creating a school environment where all pupils, regardless of race, ethnicity, culture, religion, gender identity, sexual orientation, or background, feel safe, respected and represented. We recognise that pupils with protected characteristics as defined in the **Equality Act 2010** may face additional challenges in relation to behaviour, belonging, and inclusion. We actively work to promote equity and challenge discrimination in all its forms.

Anti-Racism

- Racist language, behaviour or attitudes have no place at Pierview Academy and will be addressed promptly, consistently and with clear educational consequences.
- Staff are trained to recognise and challenge both overt and subtle forms of racism, including microaggressions.
- We embed anti-racist education through the curriculum, assemblies, and targeted interventions to raise awareness and foster mutual respect.
- Incidents of racism are recorded, monitored, and reported in line with safeguarding and behaviour protocols.

LGBTQ+ Inclusion

- Pierview Academy is an inclusive environment for all pupils, including those who identify as LGBTQ+ or are exploring their gender and sexual identity.
- Homophobic, biphobic or transphobic language or behaviour is treated seriously and addressed as both a safeguarding and behaviour concern.
- We use inclusive language and ensure representation of diverse identities across the curriculum and in school displays, materials and role models.
- Pupils are supported to express their identities safely. Staff are trained to support transgender and gender-diverse students with respect, including use of preferred names and pronouns.

Cultural Sensitivity

- Behavioural expectations and interventions are applied with awareness of cultural backgrounds, communication styles, and community norms.
- Staff receive training in cultural competence to ensure that expectations do not disadvantage or marginalise pupils from minority backgrounds.
- We recognise and celebrate a wide range of cultural and religious festivals and encourage open discussions that foster understanding of difference.

- When addressing behaviour, staff will consider whether actions or misunderstandings may be culturally influenced and respond in ways that educate rather than stigmatise.

Monitoring and Accountability

The school monitors incidents relating to discrimination and prejudice and uses this information to inform staff training, policy updates and whole school practice. We work in partnership with families, community leaders, and relevant agencies to ensure our approach is informed, respectful and effective.

7. Rewards, Positive Handling And Exclusions

Rewards

Staff will share news about positive work and behaviour with parents. Examples of rewards used include:

- Verbal praise and acknowledgement
- Written comments on pupils' work either in a general celebratory way or including developmental comments
- Use of stickers – according to age/developmental level
- Visit to Head Teacher/SMT for praise
- Positive comments during parents evenings or in newsletters to parents
- Working towards a reward goal such as a special visit or trip
- Displaying work/achievements on the school website
- Phone call home from behaviour lead
- Special awards in assembly
- Enrichment activities
- Reward Lunch
- Student Ambassador Award

Positive Handling

Pierview Academy follows the TEAM TEACH approach when dealing with challenging behaviours which includes strategies to de-escalate situations as well as safe holds for serious situations. All staff will complete TEAM TEACH training during their first 6-9 months of appointment. In addition, staff who are newly appointed will complete positive behaviour guidance training (delivered by behaviour lead) during their induction. Staff who are TEAM TEACH trained are able to restrain without supervision from senior managers or behaviour lead. Staff who are yet to complete TEAM TEACH training will be supported when working with high risk learners. Should a students' behaviour require physical intervention, a staff member who is not TEAM TEACH trained may support if confident and directed to, ensuring safety of all involved.

“Team-Teach is designed to reduce the reliance on restraint and restriction by expanding the toolbox of positive behavioural supports. Reducing risk involves giving staff the confidence to take decisive action when it is necessary, in order to keep people safe, whilst at the same time encouraging better assessment, planning and communication to enable staff teams to anticipate foreseeable hazards and avoid them.”

(Taken from the Team-Teach workbook). If a pupil has had to be restrained, this will be recorded on an 'intervention form' and an incident report written by the staff involved will be created. Reports are to be filed in the Behaviours Folder. All incident report should be referenced with the relevant incident report number.

All pupils have a positive handling plan (PHPs) that is regularly reviewed and updated in line with the students behaviour.

Whatever sanction is used, it is likely to be less effective if it is overused and as far as possible pupils are encouraged to make good choices about their behaviour. Sanctions will be differentiated according to age, the needs of the student, and Key Stage and will take into consideration the special needs and the developmental level of a pupil. Examples of sanctions that can be used are:

- Withdrawal of privileges
- A professional discussion relating to the incident, the impact and consequences
- Being referred to the SMT
- Withholding of participation in a school trip that is not an essential part of the curriculum
- Parents contacted or asked to meet with staff in school
- Outreach which is reviewed regularly inline with the student's needs / behaviours
- Fixed term exclusion / Suspension
- Permanent exclusion

Serious Incidents

Where a serious incident occurs there will be an opportunity for the pupil to reflect on his/her behaviour and actions and the chance to discuss with an adult how it can be avoided in the future.

A serious incident is:

A serious incident may include, but is not limited to:

- behaviour that results in, or has the potential to result in, injury to another person;
- violence or physical aggression towards others;
- behaviour that results in significant or deliberate damage to school property or the property of others;
- theft or deliberate taking of another person's property;
- deliberate or provocative comments or behaviour relating to a protected characteristic;
- persistent or serious bullying, including discriminatory or prejudicial behaviour;
- persistent disruption that significantly affects the learning, safety or wellbeing of other pupils;
- behaviour that places the pupil or another person at significant safeguarding risk, including absconding or unsafe behaviour;
- deliberate or unsafe physical behaviour, including inappropriate play-fighting where there is a risk of harm and accessing areas of the school that are unauthorised;
- any behaviour that presents a significant risk to the safety or wellbeing of the pupil, other pupils or staff.

Where a learner is involved in an incident a member of the senior or middle management team contacts the parent or carer by phone or in person to discuss the incident and any sanctions that have been given to the student. This needs to be timely and should occur on the same day, immediately after the incident.

Exclusions / Suspensions

The exclusion process will only be applied as a last resort or in response to a serious incident or extreme case. It could occur if the pupil has made a serious breach or frequent breaches of the school's behaviour policy or if their behaviour is a threat to themselves and other people in the school. It may be used after a series of other discipline measures have previously been used in school and have not been effective.

The Head Teacher can decide on the length of the suspension. Where there have been persistent incidents over a period of time the student may be placed on an outreach programme or in extreme circumstances a Permanent Exclusion may be considered by the Head Teacher.

All sanctions are recorded and a separate exclusions file is used to record both fixed term exclusions/suspensions and permanent exclusions. The data is also displayed in the school's annual report.

Permanent Exclusions

Pierview Academy uses Permanent Exclusions as a last resort and should consider all other sanctions before they are applied.

Full details of the permanent exclusion should be recorded in the learner's file. Parents / Carers and the Local Authority should be contacted immediately.

Pierview Academy will consider 'Managed Moves' to support a learner who would otherwise be permanently excluded in order to provide them with a fresh start. The move may be to a school who are more able to meet the learner's needs. A permanent Exclusion must be approved by the Chair or Vice Chair of the board.

8. Outside School

Taking part in educational visits, work experience and accessing alternative provision are all a significant part of what Pierview Academy is able to offer pupils. Every effort will be made to ensure that these experiences are offered to all pupils according to need and in all situations risk assessments will be completed in advance. A pupil may be prevented from accessing planned out of school activities where poor behaviour suggests that the pupil may put the health and safety of themselves or others at risk.

9. Confiscation, Searches And Screening

Searching, screening and confiscation is conducted in line with the DfE's [latest guidance on searching, screening and confiscation](#).

Confiscation

Any prohibited items (listed in Appendix 1) found in a pupil's possession as a result of a search will be confiscated. These items will not be returned to the pupil.

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

Searching a pupil

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

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

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

The authorised 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 the same sex as the pupil; **or**

It is not reasonably practicable for the search to be carried out in the presence of another member of staff

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

If the authorised member of staff considers a search to be necessary, but is not required urgently, they will seek the advice of the headteacher, designated safeguarding lead (or deputy) or pastoral member of staff who may have more information about the pupil. During this time the pupil will be supervised and kept away from other pupils.

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

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

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

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

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

If they still refuse to co-operate, the member of staff will contact the headteacher or the designated safeguarding lead (or deputy) or the behaviour lead, to try and determine why the pupil is refusing to comply.

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

The authorised member of staff can use reasonable force to search for any prohibited items identified in Appendix 1, but not to search for items that are only identified in the school rules.

The authorised member of staff may use a metal detector to assist with the search.

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

Outer clothing includes:

Any item of clothing that is not worn immediately over a garment that is being worn wholly next to the skin or being worn as underwear (e.g. a jumper or jacket being worn over a t-shirt)

Hats, scarves, gloves, shoes, boots

Searching pupils' possessions

Possessions means any items that the pupil has or appears to have control of, including:

Desks, Lockers, Bags

A pupil's possessions can be searched for any item if the pupil agrees to the search. If the pupil does not agree to the search, staff can still carry out a search for prohibited items (listed in Appendix 1) and items identified in the school rules.

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

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

Informing the designated safeguarding lead (DSL)

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

Of any incidents where the member of staff had reasonable grounds to suspect a pupil was in possession of a prohibited item as listed in Appendix 1

If they believe that a search has revealed a safeguarding risk

All searches for prohibited items (listed in Appendix 1), including incidents where no items were found, will be recorded in the school's safeguarding system.

Informing parents

Parents will always be informed of any search for a prohibited item (listed in Appendix 1). A member of staff will tell the parents as soon as is reasonably practicable:

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

Support after a search

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

If this is the case, staff will follow the school's safeguarding policy and speak to the designated safeguarding lead (DSL). The DSL will consider if pastoral support, an early help intervention or a referral to children's social care is appropriate.

Strip searches

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

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

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

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

Communication and record-keeping

Where reasonably possible and unless there is an immediate risk of harm, staff will contact at least 1 of the pupil's parents to inform them that the police are going to strip search the pupil before strip search takes place, and ask them if they would like to come into school to act as the pupil's appropriate adult. If the school can't get in touch with the parents, or they aren't able to come into school to act as the appropriate adult, a member of staff can act as the appropriate adult (see below for the role of the appropriate adult).

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

Who will be present

For any strip search that involves exposure of intimate body parts, there will be at least 2 people present other than the pupil, except in urgent cases where there is risk of serious harm to the pupil or others.

One of these must be the appropriate adult, except if:

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

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

No more than 2 people other than the pupil and appropriate adult will be present, except in the most exceptional circumstances.

The appropriate adult will:

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

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

Care after a strip search

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

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

Staff will follow the school's safeguarding policy and speak to the designated safeguarding lead (DSL). The DSL will consider if, in addition to pastoral support, an early help intervention or a referral to children's social care is appropriate.

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

9 Off-site misbehaviour

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

Taking part in any school-organised or school-related activity (e.g. school trips)

Travelling to or from school

In any other way identifiable as a pupil of our school

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

Could have repercussions for the orderly running of the school

Poses a threat to another pupil

Could adversely affect the reputation of the school

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

10. Online misbehaviour

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

It poses a threat or causes harm to another pupil

It could have repercussions for the orderly running of the school

It adversely affects the reputation of the school

The pupil is identifiable as a member of the school

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

11. 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 or the Assistant Head 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 sanctions, 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.

12. Zero-tolerance approach to 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

Please refer to our child protection and safeguarding policy for more information

12. Malicious allegations

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

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

In all cases where an allegation is determined to be unsubstantiated, unfounded, false or malicious, the school (in collaboration with the local authority designated officer (LADO), where relevant) will consider whether the pupil who made the allegation 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.

Please refer to our child protection and safeguarding policy for more information on responding to allegations of abuse against staff or other pupils.

13. Support Of Pupils

Pierview Academy believe that those pupils who are hurt, abused or bullied by others in school should receive support. Pupils should feel confident that they have the right to talk to an adult in school if they are in receipt of such behaviour. See the school's anti-bullying policy for further information.

The school acknowledges its legal responsibilities and duties under the Equality Act 2010 in respect of safeguarding and in respect of pupils with special educational needs (SEN) and will take the appropriate action in response to any concerns.

Appendix 1 - Prohibited items

The list of prohibited items is:

- knives and weapons;
- alcohol;
- illegal drugs;
- stolen items;
- aerosols and anti-perspirant sprays
- any article that the member of staff reasonably 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).
- an article specified in regulations:
tobacco and cigarette papers; lighters; vapes; fireworks; and pornographic images.

Appendix 2 - Written Statement of Behaviour Principles

Pierview Academy is committed to providing a safe, inclusive, and nurturing environment where all pupils, staff, and visitors are treated with respect and dignity. This statement sets out the guiding principles that underpin our approach to behaviour across the school.

1. High Expectations and Positive Culture

- All pupils are supported to develop self-discipline, positive attitudes to learning, and respectful relationships.
- Pupils are encouraged to take responsibility for their actions and understand the impact of their behaviour on themselves and others.
- Staff consistently model high standards of behaviour, professionalism, and emotional regulation.

2. Trauma-Informed and SEND-Sensitive Approach

- Behaviour management recognises the individual needs of pupils with SEND, social, emotional, and mental health needs, or who have experienced trauma.
- Positive relationships, empathy, and co-regulation are prioritised over punitive approaches.
- Staff are trained in trauma-informed strategies, including PACE, Zones of Regulation, and Emotion Coaching.

3. Equality, Inclusion, and Anti-Discrimination

- All pupils, including those with protected characteristics under the Equality Act 2010, are treated fairly and with dignity.
- Racist, homophobic, biphobic, transphobic, or otherwise discriminatory language or behaviour is not tolerated and is addressed promptly with education and support.
- Cultural, religious, and identity differences are respected and celebrated.

4. Safety, Wellbeing, and Safeguarding

- All behaviour policies and practices prioritise the safety and wellbeing of pupils and staff.
- Pupils have the right to feel safe from bullying, harassment, and abuse, including sexual harassment and violence.
- Behaviour policies are aligned with safeguarding requirements, and serious incidents are reported and addressed promptly.

5. Rewards, Sanctions, and Restorative Approaches

- Rewards are used to promote positive behaviour, celebrate achievements, and reinforce school values.
- Sanctions are proportionate, consistent, and focused on learning and reflection, avoiding unnecessary exclusion wherever possible.
- Restorative approaches are used to repair harm, restore relationships, and support behavioural development.

6. Monitoring and Continuous Improvement

- Behaviour is regularly monitored to ensure effectiveness, consistency, and fairness across the school.
- Staff receive ongoing professional development to maintain high standards of behaviour management.
- The principles of this statement inform all school policies, curriculum planning, and interventions.

This statement reflects the ethos of Pierview Academy and the legal duties placed on independent schools to maintain high standards of behaviour, inclusion, and safeguarding. It should be read alongside the Relationships & Behaviour Management Policy.