



BEHAVIOUR FOR LEARNING POLICY

White Spire School



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Last reviewed on: Sept 2026

Next review due by: Sept 2027



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1. KEY CONTACTS in school/setting

Name	Role	Contact details
Headteacher	Michelle Bartle	01908 373266
Chair of governing body	Shanie Jamieson	01908 373266
Designated safeguarding lead (DSL)	Anton De Beer	01908 373266
Out of hours contact for DSL	Safeguarding Team	safeguarding@whitespireschool.org.uk
Deputy DSL	Michelle Bartle	01908 373266
Other members of the safeguarding team (DSLs')	Sophie Lunnon Karen Richards Laura Halsey Katie Marlborough Gill Stock	01908 373266
Prevent lead	Anton De Beer	01908 373266
Child sexual exploitation lead	Anton De Beer	01908 373266
Child Looked After/ Previously Looked After	Anton De Beer	01908 373266
Mental health lead	Anton De Beer	01908 373266
Designated governor for safeguarding	Tanya Stevens	01908 373266
Designated governor for mental health and well being	Tanya Stevens	01908 373266
Safer recruitment governor	Shanie Jamieson	01908 373266



2. Introduction

At White Spire, we realise that we have an essential role to play in shaping the lives of young people in our care. We strive to provide a stimulating and caring environment which promotes success, achievement and learning for life. We aspire to offer the highest quality education delivered by our team of dedicated staff using quality resources, supported by a wide range of specialists in partnership with the students and their families.

At White Spire all we do is based on the values of: Kindness, Enjoyment, Commitment, Cooperation, Creativity, Enthusiasm, Equality, Honesty, Respect, Trust and individuality.

Principles The rewards and sanctions exist to help fulfil the aims set by the school. This forms the basis for principles underlying the Behaviour for Learning policy:

- Respect for the dignity of others and respect for each other, acknowledging the complementary rights and responsibilities of each member of the community.
- A recognition that unacceptable behaviour will always be challenged.
- An acceptance of the equality of all in the school community, independent of individual differences, knowledge, information, abilities and position.
- Collective ownership through leadership and development of the Behaviour Policy. Ensuring that all governors, staff, pupils and parents or carers have the opportunity to contribute.
- Protecting and nurturing children and adults in an environment that's safe, permanent and creates a sense of belonging.

3. Aims

- To provide a rationale for a whole school approach to rewards and sanctions.
- To create a positive ethos and a sense of fun and belonging in which all students can achieve to the best of their ability.
- To establish a balance between rewards and sanctions.
- To ensure that expectations throughout the school with regard to behaviour are fair and consistent.
- To ensure that all members of the school community are aware of the school's expectations.

4. Rationale

The policy seeks to use rewards and sanctions to influence student choices and conduct. It allows staff to operate within a clear structure in which to administer sanctions confidently and consistently, as well as the opportunity for skilful interaction with students to avoid escalation. The clarity of the structure and the clear



communication it encourages allows both staff and students to make informed choices that offers protection for all and encourages an atmosphere of mutual respect.

At White Spire School, we are aware that pupils may need further support with their behaviour management. We as a school will continue to work corporately with all of the schools community and ensure that there is appropriate support in place.

5. Points in Classes

4 Points: Excellent in class Work completed to a high standard

3 Points: Good in class Work completed to a good standard

2 Points: Barely acceptable in class Work completed sloppily or parts incomplete

1 Point: Unacceptable in class Work not completed or unacceptable standard

0 Points: Sent out of class or not in class

Pupils are able to earn rewards for positive behaviour. Rewards are given out termly. Pupils are reminded of the positive behaviour plan routinely through form time and assemblies.

6. Sanctions Hierarchy

1. Warning/reminder of schools behaviour expectations
2. Loss of points
3. Student spoken to/removed from classroom
4. Short detention - lunch/break (Reflective and Restorative)
5. Longer detention - lunch/break (Reflective and Restorative)
6. Referral to tutor and detention (Reflective and Restorative)
7. Phone call home from tutor backed up by standard letter for after school detention
8. Senior staff detention (Reflective and Restorative)
9. On report and phone call from Form tutor/SMT
10. Fixed term suspension/internal suspension
11. Permanent exclusion

Points 1 to 7: dealt with by class teacher. In the event that there is a suspicion of inappropriate items, the following will occur to provide a safe and secure environment.

Individual interventions will be put into place according to individual SEND needs.

These may also include extra behaviour support mentoring sessions and working with key outside professionals. Staff will continue to work with all stakeholders to ensure the best possible support for individuals. When patterns arise, SLT will evaluate these and provide further support.

In the event that there is a suspicion of inappropriate items, the following will occur to provide a safe and secure environment.



7. Searching and Confiscating (Searching, screening and confiscation Advice for headteachers, school staff and governing bodies, 2022/Behaviour in Schools, Feb 24).

White Spire School respects the right for pupils to have a private life. Any searches carried out by the school must be justified and proportionate. At White Spire School pupils can be searched if the pupil agrees and without written consent if a pupil is suspected of carrying the following:

- Knives/Weapons
- Alcohol
- Illegal drugs
- Stolen items
- Tobacco and cigarette papers
- Fireworks
- Pornographic images
- Any article that staff believe is being used to commit an offence or cause personal injury/ damage to property or a person.
- Electronic devices
- Any item banned under the school rules. If such items are found the school, will seize the item and follow school discipline procedures.

During the search

During the search, two staff members must be present, staff may only ask pupils to remove outer clothing (coats/hats/shoes). Staff may search the bag of a pupil but only in the presence of the pupils and another member of staff in an appropriate area away from other pupils. Searches may only be carried out by SLT (authorised by the headteacher/deputy head in the headteachers absence) and same sex as the person being searched. Staff can search an opposite sex pupil and/or search without a witness present **only** if:

- There's a risk that serious harm will be caused to a person if they don't conduct the search immediately, **and**
- It isn't reasonably practicable to summon another member of staff

The DSL must be informed of the search. Furthermore, the staff member should involve the designated safeguarding lead (or deputy) without delay if they believe that a search has revealed a safeguarding risk.

If the designated safeguarding lead (or deputy) finds evidence that any child is at risk of harm, they should make a referral to children's social care services immediately



Pupils who refuse to be searched

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:

- are in possession of 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.

The behaviour policy will then be enforced in such case the school will assess the situation and decide the next course of action ie call the police/home.

At White Spire School, we will confiscate, retain or dispose of a pupil's property, where reasonable to do so. As requires, we will turn over certain items to the police. We will ensure that we are following our key safeguarding procedures.

Weapons or items which are evidence of an offence

- To be passed on to the police as soon as possible.

Alcohol, tobacco and cigarette papers, fireworks

- These are to be disposed of and not returned.

Controlled substances

- To be passed onto the police as soon as possible unless

They can be dispose of them if we think there's a good reason to do so (consult head teacher first). Taking into account the relevant circumstances and use your professional judgement to determine whether you can safely dispose of.

Stolen items

- If the items are valuable or illegal, deliver these to the police as soon as possible.
- If they're low value, we will return them to the owner if you think there's a good reason to do so.

Pornographic images

Dispose of the images, unless:

- you have reasonable grounds to suspect that their possession constitutes a specific offence (i.e. it is extreme or child pornography). If so, these will be delivered to the police.

As with all prohibited items, White Spire School will first consider the appropriate safeguarding response if we find images, data or files on an electronic device that we reasonably suspect are likely to put a person at risk.



Electronic devices

Pupils' phones, computers, and electronic devices can be searched like we would a bag. SLT can examine data or files - and delete files - if we have a good reason to do so and:

- We reasonably suspect it has been, or is likely to be, used to:
 - Commit an offence
 - Cause personal injury or damage to property
 - Can cause harm
- If staff conducting the search suspects, they may find an indecent image of a child (sometimes known as nude or semi-nude images), the member of staff should never intentionally view the image, and must never copy, print, share, store or save such images. When an incident might involve an indecent image of a child and/or video, the member of staff should confiscate the device, avoid looking at the device and refer the incident to the designated safeguarding lead (or deputy). The DSL will then seek further advice from MASH/police.

Keep records of searches, confiscations and next steps

Records of searching will be kept on C-POMS. The information will include:

- The time and date of searches
- Names of pupils involved
- Whether pupils consented and cooperated with a search
- Names of staff members who requested, carried out, or were present for searches
- Any prohibited items found
- Next steps taken

Reporting searches to parents

Parents/Carers will be informed of the search and if the following are found:

- Alcohol
- Illegal drugs
- Potentially harmful substances



Intimate searches

Intimate searches will **NOT** be carried out at White Spire School. If there is further concerns, the school will notify the parents/carers/police/MASH where suitable for further support. The school will carefully consider safeguarding and whether it would be in the best interest of the pupil.

8. Mobile Phones in School

If a pupil brings a mobile phone into school, the phone should not be used, seen or heard. If this is not followed, points 7-8 of the school's behaviour policy will be adhered to.

There are circumstances in which phones are used but strictly monitored within the school which include

- Sixth form lesson time.
 - Pupils are taught how to use a phone safely and successfully as part of everyday life activities.
- Sixth form common room (break/lunch times)
 - This is monitored closely, and the common room is supervised at all times.

9. Prejudice based incidences

A prejudiced based incident is any incident which is perceived by the victim, or any other person, to be prejudiced towards an individual, due to one or more of their protected characteristics, which are age, disability, faith, gender identity/reassignment, marriage and civil partnership status, pregnancy and maternity status, race, sex or sexual orientation.

A Hate Crime is any criminal offence which is perceived by the victim or any other person to be motivated by a hostility or prejudice based on a person's real or perceived:

- Disability
- Race
- Religion
- Gender identity
- Sexual orientation

White Spire School educate pupils' through the curriculum (PSHCE) as a preventative action to reduce the likelihood of such incidents occurring. Incidents may include:

- threatened or actual physical assault
- derogatory name calling, insults, for example racist jokes or homophobic language
- hate graffiti (e.g. on school furniture, walls or books)



- provocative behaviour e.g. wearing of badges or symbols belonging to known right wing, or extremist organisations
- distributing literature that may be offensive in relation to a protected characteristic
- verbal abuse
- inciting hatred or bullying against pupils who share a protected characteristic
- prejudiced or hostile comments in the course of discussions within lessons
- teasing in relation to any protected characteristic e.g. sexuality, language, religion or cultural background
- refusal to co-operate with others because of their protected characteristic, whether real or perceived
- expressions of prejudice calculated to offend or influence the behaviour of others
- attempts to recruit other pupils to organisations and groups that sanction violence, terrorism or hatred.

At White Spire School we will follow our behaviour policy sanctions (point 6), police/MASH involvement may also be identified and extra support sort. Parents/Carers' of both the victim and perpetrator will be notified and support provided.

All incidences will be logged on C-POMS and monitored. The Governors will receive termly reports.

For further information please see the schools

- Child Protection Policy
- Anti-bullying Policy
- Equality and Diversity Policy
- PSHCE Policy

10. Use of 'reasonable force' in schools

- Please see the Positive Handling and Restraint Policy, linked to guidance from KCSIE 2026

11. Bullying and harassment of school staff

Read in conjunction with Preventing and tackling bullying and harassment of school staff (2026)

Terminology used:

School staff refers to employees and agency workers but does not include volunteers. Bullying and harassment of school staff is unacceptable and will be taken seriously. All grievances will be:

- taken seriously
- investigated promptly by the Headteacher or Designated Safeguarding Lead



- treated sensitively and confidentially

This will ensure we create a culture that promotes excellent behaviour for the whole school community and high standards and expectations of good behaviour pervade all aspects of school life, including the relationships between staff, governors, pupils and parents or carers.

11. Roles and Responsibilities

Behaviour Management is the responsibility of **all** staff. It is the responsibility of all staff to ensure that school rules are enforced, there are high expectations of the children with regard to behaviour and they strive to ensure that all children work to the best of their ability.

The responsibility of Governors

- To set suitable aims and objectives.
- To agree policies, targets and priorities.
- To monitor and review aims, objectives, and whether the policies, targets and priorities are being achieved.

The responsibility of the Headteacher/SLT

- To implement the school behaviour policy consistently throughout the school
- To report to governors, when requested, on the effectiveness of the policy.
- To ensure the health, safety and welfare of all children in the school.
- To monitor and track behaviour patterns.
- To provide support and interventions to the school community where needed.

The responsibility of staff

- To ensure that all students are treated as individuals.
- To ensure inclusion and equality of opportunity.
- To apply all rewards and sanctions with fairness and consistency.
- To offer lessons that are interesting and stimulating.
- To ensure that parents are involved in student's educational progress through school.
- To create an environment of mutual respect and politeness.
- To offer a safe and stimulating environment for working and learning.
- To help students develop or maintain a good behaviour pattern and to support students whose behaviour is in need of modification.
- To challenge unacceptable behaviour.



- To ensure that students always have an opportunity to give their version of events.
- To ensure that SEN, EP and Speech Language strategies are put into all lesson plans.
- To record all behaviour incidences on C-POMS.
- To notify parents/carers of students behaviour.
- To seek support and guidance from the Senior Leadership Team (SLT) when needed.
- To work with multi-agencies to support the behaviour of individuals. These include CAMHs and social workers.

The responsibility of parents and carers

- To explain to students that school is primarily a place for learning, and that they must work as hard as possible to gain as much as they can from the opportunities presented at school.
- To explain to students that they must value and respect all other students and all those who work in the school.
- To explain to students that they should not interfere with the learning of other children. Parents/carers should impress on their children that all disputes should be settled through discussion and with the help of a relevant adult.
- To support the school by being actively involved in their student's education and progress.
- To ensure that their child attends every day and is punctual. Parents/carers have a legal responsibility to ensure that their ward is in school regularly and must produce a note to cover any absence.
- To ensure that the student is in the best possible frame of mind for learning.
- To contribute to any costs incurred through wilful damage or loss of school property.
- To ensure that the student is in correct uniform.
- To help their student to develop or maintain a good behaviour pattern.
- To actively participate in any behaviour modification programme that the school may implement.

The responsibility of students

- To be polite, kind and considerate to all adults and pupils in the school
- To try hard with all aspects of school life
- To work with all members of the school community, to support the learning of others and to avoid any behaviour which would prevent others from working
- To do nothing that will intimidate others
- To accept responsibility for actions and to accept reprimands gracefully
- To accept and follow the schools expectations



12. Training

There is ongoing training for staff which also include team teach training. New staff will receive a terms training in all areas of the school.

13. Policies

This policy is to be read in conjunction with:

- Child protection policy
- Keeping Children Safe in Education, Dfe, 2026
- Sexual Violence and Sexual Harassment Policy
- Anti-Bullying Policy
- Exclusions and Suspensions Policy
- Positive Handling and Restraint Policy
- Equality and Diversity policy
- Behaviour in schools 2024
- Mobile Phones in School, September 2026