

St George's School

	Behaviour Management Policy	
	Committee: Students and Staff Committee	
	Co-ordinator : Mr M Tookey	
	Last Reviewed : Summer 2025	Next Review : Summer 2027 Every 2 years or post major incident
	Policy links to: • Rewards & Consequences Policy • DfE: Searching, Screening and Confiscation • DfE: Use of Reasonable Force 2013 • DfE: Keeping Children Safe in Education • Drug & Substance Abuse Policy • Expectations & Behaviour Policy • Home School Expectations • NPCC guidance: When to Call the Police • Safeguarding & Child Protection Policy • Suspension & Exclusion Policy	

Introduction

This policy outlines how St George's School responds to behavioural incidents. It provides guidance for staff on investigating incidents, applying sanctions, conducting searches, and using reasonable force when necessary. It is designed to support our *Expectations & Behaviour Policy*, which explains when and where this policy applies, as set out in the section on school jurisdiction.

1. Principles

- The school's responses are guided by the principles of proportionality, fairness, safeguarding, and legality.
- Staff will exercise professional judgment and consider individual circumstances when determining responses to behaviour.
- Staff have delegated authority to act within this policy, supported by senior leaders.

2. General Responses to Misconduct

- Sanctions issued will normally align with the school's *Expectations & Behaviour Policy*.
- Staff may issue lesser or greater sanctions based on circumstances.
- Repeat or persistent misbehaviour will result in increased consequences.
- In exceptional circumstances, sanctions may be suspended by a senior member of staff to allow the student an opportunity to amend their conduct within a defined period.
- Where appropriate, restorative conversations or practices and educational input will be used alongside or instead of sanctions to repair harm and restore relationships.
- Misconduct during educational visits may result in sanctions once the student returns to school. Immediate responses may also include community service, restrictions, confiscation, or early return from a school trip at the cost of the family (even when this is from abroad).

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3. Interviewing Students

- Students may be interviewed as witnesses, complainants, or subjects during school investigations.
- Interviews will take place without parental presence.
- Staff will always act professionally and ensure student welfare is safeguarded.
- Serious interviews (e.g. those that may lead to permanent exclusion) will be conducted by a senior member of staff, with a second senior member present to support the student and a third party taking notes.
- Interviews will not be audio or video recorded.
- A senior member of staff will determine whether an interview is considered serious based on the potential outcome or severity of the allegation.

4. Student Statements

- Students are expected to provide full and accurate accounts of events, recognising that *Obstruction of Justice* is a breach of the *Expectations & Behaviour Policy*.
- Statements must be factual and based on direct observation unless otherwise indicated.
- Written statements are taken where appropriate based on the seriousness of the case.

5. Searching Students and Their Property

In line with DfE advice, members of staff authorised by the Headteacher may search a student and their belongings when there are reasonable grounds to suspect that the student may be in *possession* of prohibited items, such as stolen property, drugs, or weapons.

- Searches will only be undertaken by senior members of staff with another adult present.
- Staff will articulate to students why the search is being undertaken and ask the student if they wish to declare any items.
- Staff may ask students to empty their pockets and remove coats or blazers.
- Bags and other personal property may be searched including the pockets of clothing that has been removed.
- Lockers, wardrobes and boarding facilities can be searched without student permission.
- The DSL must be informed if a search is undertaken and the search must be recorded on CPOMs.

Any student refusing to comply with a search will be considered in breach of the school's *Expectations & Behaviour Policy*, specifically 'Defiance' and 'Obstruction of Justice'.

If a student refuses to comply with a search related to suspected drug activity, the police will be called, and the student will be observed to prevent disposal of substances.

6. Use of Reasonable Force and Physical Restraint

In line with government guidance, staff at St George's School may use reasonable force, including physical restraint, to prevent injury, serious damage, or significant disruption. The use of force is a last resort, and any intervention must be reasonable and proportionate.

- Physical restraint may be used to prevent:
 - Injury to self or others
 - Criminal behaviour
 - Serious damage to property
 - Major disruption to good order
- Verbal de-escalation and non-physical strategies will normally be attempted first.
- Staff are not required to intervene if it places them at risk.
- Restraint must never be used as a punishment.
- All staff, including supply teachers, non-teaching staff, and volunteers, have delegated authority to use reasonable force.

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- Any incident involving physical restraint must be reported immediately to the Headteacher or Deputy Head (Pastoral) and formerly recorded on CPOMs..
- The DSL must be informed if restraint is used in any incident involving safeguarding concerns.

7. Referrals to the Police

Senior staff will determine whether police involvement is necessary based on the nature and seriousness of the incident.

- They will follow the guidance in KCSIE and use the National Police Chiefs' Council (NPCC) guidance on when schools should contact the police
- They will consider safeguarding implications and consult the DSL before making a referral.
- Parents will usually be informed unless doing so would compromise student safety or the integrity of a police investigation.
- Where police are involved, staff will cooperate fully.

8. Equal Opportunities Monitoring

- Sanctions and rewards are monitored to ensure fairness and non-discrimination.
- Heads of House monitor the experience of students in their care.
- The Deputy Head overseeing behaviour reviews serious sanctions for any disproportionality.
- Governors receive regular reports to monitor fairness and compliance.

9. Complaints and Appeals

- Questions about sanctions should first be directed to the member of staff involved.
- Unresolved concerns may be escalated to the Head of Department or Head of House.
- The school's complaints policy applies to further escalation.