

Serious Behaviour Incident Policy

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Agreed by: College of Management
Council of Trustees

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Policy Statement

This policy aims to set out the process by which a teacher will respond to a serious behaviour incident, with the understanding that:

- An incident will be classed as serious if a child or children cause(s) deliberate physical or emotional harm to another child or children.
- This could include any behaviour which results in a child or group of children feeling unsafe at school or being seriously injured.
- An incident is an isolated event but may be within the context of an ongoing situation.
- The incident may be as a result of a conflict between two or more children or may be a single act from one child.

Caution

It is important to recognise that there is almost always a build up to a serious incident which usually involves more than one party. Teachers will hold the situation as they deem appropriate, and will work with and inform parents as appropriate.

Principle

At South Devon Steiner School, we work with the principle of restorative justice which is understood to mean an approach to behaviour which focuses on reforming the behaviour of individual(s) with the view to reconcile the involved parties.

We do not pursue a punitive approach to behaviour, but recognise that it may be necessary for there to be consequences and or sanctions in response to behaviours which make other children feel unsafe at school.

Who

The teacher who initially deals with the serious incident will be the one to follow this process through. They may involve the class teacher or class sponsor as necessary, and the member of staff responsible for behaviour will be informed and support.

Serious Behaviour Incident Procedure

1. A serious behaviour incident occurs. This might be during a lesson or during a break or lunch time.
2. A teacher witnesses it or is informed by either a child or colleague.

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3. The teacher responds to the incident, initially separating the involved parties so that they can calm down, or receive first aid if necessary. At this point a child may be asked to leave the lesson or activity.
4. One or more children may be suspended if the incident is deemed serious enough by the teacher, in conversation with the Health and Safety Officer.
5. If the teacher needs more support, they will ask for another member of staff to come to help.
6. The children's parents may be informed at this stage, if not later.
7. An incident form is filled out by the teacher who dealt with the situation (see Serious Behaviour Incident and Bullying Record Form).
8. Once the involved parties have calmed down, the teacher will meet with them together and establish the facts of the incident. Each involved party will describe the events as they remember, whilst the other listens.
9. One of two things will occur:
 - a. The two parties agree the facts and the involved parties can decide how to work towards resolution and reconciliation. This might be decided on the day, or the next day.
 - b. The two parties don't agree the facts. The meeting is concluded, and another is scheduled for the next school day. The next meeting is held, and the facts are restated.
10. If they are agreed, 9a is followed. If not, 9b is repeated until 9a is reached. This might take several meetings.
11. In the case of a single act by one child the teacher will meet with the child. The child should invite an advocate, and their parents may be invited to attend the meeting as well.
12. The context of the incident will be explored to see if this was an isolated event, or is part of an emerging or existing pattern of behaviour.
13. Strategies are agreed upon to avoid this situation happening again. These may be shared with the parents.

Information/advice/guidance:

- Behaviour and discipline in schools: guidance for headteachers and staff
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/488034/Behaviour_and_Discipline_in_Schools_-_A_guide_for_headteachers_and_School_Staff.pdf
- Charlie Taylor's Behaviour Checklist
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/571640/Getting_the_simple_things_right_Charlie_Taylor_s_behaviour_checklists.pdf

Compliance:

- Independent School Standards
https://www.legislation.gov.uk/uksi/2014/3283/pdfs/uksi_20143283_en.pdf

References:

- Guidance for Supporting Positive Behaviour in Early Years
- Personal, Social and Health Education General Policy
- Behaviour Policy for Classes 1-3
- Behaviour Policy for Classes 4-8
- Behaviour Policy for Classes 9-12
- Serious Incident and Bullying Record