



# New Way Tuition

## Behaviour Policy

In line with our Child Protection and Safeguarding Policy- Anti-Bullying Policy - Code of Conduct , Use of Reasonable Force Policy and Allegations against staff

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## Policy Statement

At New Way Tuition, we are committed to creating a learning environment that meets the academic, social, and personal needs of young people. Our mission is to empower students to achieve in a safe, respectful setting by removing barriers to learning and fostering mutual respect. We support students' reintegration into mainstream schools, further education, or employment. This Behaviour Policy provides a clear code of conduct for staff, students, and parents/carers by:

- Recognising and reinforcing behavioural norms
- Promoting self-esteem and self-discipline
- Teaching appropriate behaviours through positive interventions

## Aims

- **Promote Positive Behaviour:** Encourage behaviours that reflect our core values of respect, responsibility, and resilience, ensuring that all pupils have the opportunity to learn in a calm, safe and supportive environment.
- **Ensure Safety:** Maintain a secure environment where all learners feel safe and supported and provide a consistent approach to behaviour management that is applied equally to all pupils.
- **Support Personal Development:** Provide opportunities for learners to develop social, emotional, and behavioural skills.
- **Define:** Outline what we consider to be unacceptable behaviour, including bullying and discrimination.

## Definitions

New Way is committed to creating a teaching and learning environment where the learning, social and personal needs of its pupils are addressed and where pupils are helped to achieve in an atmosphere of safety and mutual respect.

By removing barriers to learning we aim to support transfer back into mainstream, further education or the world of work. Everyone is expected to behave in a reasonable way, to accept responsibility for their behaviour and encourage others to do the same.

### Misbehaviour is defined as:

- Using a phone, gaming, or engaging in unrelated activities during the lesson
- Refusing to engage with the material or not completing assigned tasks
- Using inappropriate tone, sarcasm, or dismissive language toward staff
- Arriving late or missing lessons without proper notice
- Interrupting sessions with irrelevant comments

- Eating, drinking, or behaving in ways that violate established norms
- Swearing or use of inappropriate language toward staff or peers
- Poor attitude

## Serious Misbehaviour

In cases of serious misbehaviour, consequences may include reflexion time, review of placement with New Way or in some cases may involve the police.

It is defined as:

- 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, Physical behaviours like 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.
- Racism, sexist, homophobic or discriminatory behaviour
- Possession of any prohibited items. These are: Knives or weapons, Alcohol, illegal drugs, stolen items, fireworks, pornographic images, smoking paraphernalia, energy drinks, illegal images or recordings on electronic devices. *(possession of any of these banned items will be taken on a case-by-case basis).*
- Use or sale of drugs or alcohol
- Refusal to leave premises when asked
- Repeated breaches of rules

## Bullying

At New Way Tuition, we take a zero-tolerance approach to bullying and harassment. Bullying includes any behaviour that is intended to hurt, intimidate, or humiliate another person. This can be physical, verbal, emotional, or cyberbullying.

### Types of Bullying and Their Definitions

- **Emotional**
  - Acts of being unfriendly, excluding others, or tormenting.
- **Physical**
  - Actions such as hitting, kicking, pushing, taking someone's belongings, or any form of violence.
- **Prejudice-based and Discriminatory**
  - Bullying based on specific characteristics, including:

- Racial
- Faith-based
- Gendered (sexist)
- Homophobic/Biphobic
- Transphobic
- Disability-based

This can involve taunts, gestures, graffiti, or physical abuse targeting a person's identity (e.g., gender, race, sexuality).

### **Verbal (Direct or Indirect)**

Includes name-calling, sarcasm, spreading rumors, and teasing.

### **Cyberbullying**

Bullying that occurs online via social media platforms, messaging apps, or gaming sites.

Bullying is an antisocial behaviour which can affect staff and pupils and may result in mental, emotional and physical abuse. It is not acceptable and will not be tolerated at New Way. All staff share the responsibility to safeguard and promote the welfare of our pupils. We are vigilant in identifying children and young people who are suffering or likely to suffer significant harm, and take appropriate action with the aim of making sure they are kept safe both at home and in the education setting.

To address bullying effectively, we:

- Provide clear definitions and examples of bullying to staff, learners, and parents/carers.
- Have an effective Bullying policy
- Raise awareness of all forms of bullying through the curriculum and pupil voice.
- Encourage students to report incidents of bullying immediately to a trusted adult.
- Ensure all reports of bullying are investigated immediately and thoroughly.
- Offer support and restorative practices to both victims and perpetrators of bullying.
- Have schemes of work which develop empathy and emotional intelligence
- Provide ongoing education about the impact of bullying and strategies to prevent it through workshops and discussions.

For full guidance, refer to the Company policy on **E-safety** and **Anti-bullying**

## Child-on-Child Abuse

At New Way Tuition, we are clear and firm in stating that sexual violence and harassment are never acceptable and will not be tolerated under any circumstances. All staff are expected to challenge such behaviours if they witness them or if students disclose instances of such conduct.

We do not dismiss language or behaviour of this nature as mere "banter." We understand that it is a serious issue and not an inevitable part of growing up.

In the event of any reports of child-on-child sexual violence or harassment, whether online or in person, New Way Tuition staff will adhere to the procedures outlined in the Safeguarding and Child Protection Policy.

- All incidents will be treated as safeguarding matters and logged.
- Reports will be immediately referred to the DSL or Deputy DSL for guidance on the appropriate response.
- Each incident will be carefully assessed and handled on a case-by-case basis.

This approach ensures that every incident is taken seriously and managed in a way that prioritises the safety and well-being of all students.

For further details, please see our **Safeguarding and Child Protection Policy**.

## Roles and responsibilities

### Staff

Staff at New Way Tuition are expected to:

- Build strong relationships with students
- Exhibit resilience and maintain high expectations for behaviour
- Never excuse poor behaviour but work to understand its causes (All behaviour is communication).
- Communicate regularly with parents/carers about behaviour through meetings, daily briefings, and informal conversations
- Recognise positive behaviours with verbal praise, points, rewards, or acknowledgment
- Address negative behaviours progressively, from verbal reminders to meetings with parents/carers and more serious measures as necessary
- Creating a calm and safe environment for pupils
- Implementing the behaviour policy consistently
- Record behaviour incidents promptly

- Model expected behaviour and positive relationships
- Consider their own behaviour and how they can uphold the company's rules and expectations.

For full details of staff expectations, refer to the **Staff Code of Conduct**.

## Parents and Carers

Parents and carers, where possible, should:

- Know the Company's behaviour policy and reinforce it at home where appropriate
- Support their child in adhering to the policy
- Inform New Way of any changes in circumstances that may affect their child's behaviour
- Take part in any pastoral work following misbehaviour (e.g attending reviews of behaviour interventions etc)

## Pupils

Pupils will be made aware of the following:

- That they have a duty to follow the behaviour policy
- New Way Tuitions key rules and expectations
- The expected standard of behaviour they should be displaying during learning sessions.
- The rewards they can earn for meeting the behaviour standard, and the consequences they will face if they do not meet the standard.
- The support available to them to help meet behavioural standards

## Student Expectations

At New Way Tuition, we believe all students can excel. We encourage success by supporting students in meeting the following expectations:

### **Being Prepared to Learn**

- Arriving on time for lessons
- Following expectations for eating and drinking in appropriate places and times
- Using respectful language
- Actively listening to others and expecting the same in return
- Trying their best in every lesson

### **Caring for the Environment and Community**



- Taking care of buildings, displays, and equipment
- Showing respect for others in the community

### **Maintaining Safety**

- Being in the right place at the right time
- Following health and safety rules during lessons and breaks
- Thinking before acting and using strategies to calm down when needed
- Seeking help and support when necessary

### **Prohibited Behaviours**

- Swearing, using offensive language, or gestures
- Vaping, smoking, or using substances on school premises
- Physical or verbal aggression
- Bullying, harassment, or any form of discrimination

## **Positive Behaviour Management**

One of the most effective management strategies in education has been shown to be careful planning to prevent difficulties arising. These preventative strategies create a context where acceptable behaviour is positively encouraged and where misbehaviour is reduced. An ethos is developed which emphasises co-operation, responsibility, concern for others and self-respect.

We recognise that there are issues and incidents that can occur in the wider community that may have their roots in school life and vice versa. The education establishment will take seriously incidents which result in pupils feeling vulnerable or frightened to attend wherever they occur, including on social media sites.

Pupils clearly know what kind of atmosphere they prefer in educational settings and what they expect of a 'good teacher'. Research has shown that over a range of ages children produce a very similar list of characteristics which they look for in adults who work with them.

Children want adults to:

- Treat them as a person
- Help them learn and feel confident
- Make the day a pleasant one
- Be just and fair
- Have a sense of humour

and not to:

- Get upset or angry in the face of misbehaviour

Although they want this for themselves they also want it for other children because it makes the learning situation so much more comfortable. It is apparent that children prefer a relaxed yet purposeful atmosphere where the adults are safely in control and where they can get on successfully with their learning and be acknowledged as people who matter.

Inappropriate behaviour is likely to occur when pupils lack a sense of purpose and/or structure, are presented with opportunities to misbehave or are struggling to deal with external factors unrelated to education. Certain measures can be employed to prevent these and other potentially damaging situations from arising.

Staff should aim to create a calm atmosphere that is conducive to work and learning by:

- Greeting pupils in the morning/at the start of lessons
- Establishing clear routines
- Communicating expectations of behaviour in ways other than verbally
- Highlighting and promoting good behaviour
- Concluding the day or lesson positively and starting the next day afresh
- Having a plan for dealing with low-level disruption
- Using positive reinforcement
- Planning differentiated learning experiences that are relevant to the pupils' academic and social needs
- Offering varied tasks that are sufficiently challenging and achievable
- Demonstrating flexibility where planned activities fail to engage
- Teaching with appropriate pace; ensuring that there is a clear sense of progression

During the lesson staff should:

- Set clear learning outcomes, attainable in the time available
- Model tasks clearly with explicit success criteria
- Encourage pupils by offering appropriate praise, help and explanations where necessary
- Monitor progress
- Correct errors in ways that emphasise the learning opportunities they present
- Give personal feedback to pupils on all progress made academically and socially.

The recognition of achievement is important. Reward learning and endeavour by:

- Using spontaneous praise
- Informing staff and peers of progress in the pupil's presence (with prior permission)
- Asking the pupil to share their work with others
- Providing extra-curricular activities
- Informing parents of positive experiences and achievement

## Responding to good behaviour

When a pupil's behaviour meets or goes above and beyond the expected behaviour standard, staff will recognise it with positive recognition and reward. This provides an opportunity for all staff to reinforce the organisations culture and ethos.

Positive reinforcements and rewards will be applied clearly and fairly to reinforce the routines, expectations and norms of New Way's behaviour culture.

Positive behaviour will be rewarded with:

- **Individualised Support:** Recognise and address the unique needs of each learner, providing tailored interventions when necessary.
- **Positive Reinforcement:** Acknowledge and reward positive behaviours through praise, certificates, or other incentives.
- **Restorative Practices:** Implement restorative approaches to resolve conflicts and repair relationships.
- **Welcoming Environment:** Create a purposeful, welcoming atmosphere that encourages cooperation, responsibility, mutual respect, and self-discipline.

## Preventative Work

Inappropriate behaviour is more likely when students lack purpose or structure or are affected by external issues. Staff should:

- Provide structure and clear expectations for success in each lesson
- Regularly assess and share students' progress
- Offer varied, challenging activities
- Foster independent learning skills

## Responding to misconduct

When a pupil's behaviour falls below the standard that can reasonably be expected of them, staff will respond in order to restore a calm and safe learning environment, and to prevent recurrence of misbehaviour.

Staff will endeavour to create a predictable environment by always challenging behaviour that falls short of the standards, and by responding in a consistent, fair and proportionate manner, so pupils know with certainty that misbehaviour will always be addressed.

De-escalation techniques can be used to help prevent further behaviour issues arising, such as the use of pre-arranged scripts and phrases.

All pupils will be treated equitably under the policy, with any factors that contributed to the behavioural incident identified and taken into account.

When giving behaviour sanctions, staff will also consider what support could be offered to a pupil to help them to meet behaviour standards in the future.

As a last resort Use of Reasonable Force will be used by the organisation and we will follow the **Use of Reasonable Force Policy**

## Use of Reasonable Force

Reasonable force covers a range of interventions that involve physical contact with pupils. All members of staff have a duty to use reasonable force, in the following circumstances, to prevent a pupil from:

- Causing disorder
- Hurting themselves or others
- Damaging property
- Committing an offence

Incidents of reasonable force must:

- Always be used as a last resort
- Be applied using the minimum amount of force and for the minimum amount of time possible
- Be used in a way that maintains the safety and dignity of all concerned
- Never be used as a form of punishment
- Be recorded and reported to parents

When considering using reasonable force, staff should, in considering the risks, carefully recognise any specific vulnerabilities of the pupil, including SEND, mental health needs or medical conditions.

All incidents involving the use of reasonable force will be recorded and reviewed. Parents/carers will be informed when reasonable force has been used with their child.

For detailed procedures, refer to the **Use of Reasonable Force Policy**.

## Confiscation, searches, 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 serious misconduct section) 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 New way 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 Director of New Way.**

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

If the authorised member of staff considers a search to be necessary, but is not required urgently, they will seek the advice of the Director, SLT, or safeguarding manager 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 New Way Tuition's 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. 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.

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 question
- 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 including being asked to leave the premises.

If they still refuse to co-operate, the member of staff will contact either the Director, SLT or safeguarding manager 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 the prohibited possessions section, but not to search for items that are only identified in New Way tuitions' rules. The authorised member of staff may use a metal detector to assist with the search.

## Searching pupils' possessions

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

- Bags
- Coats
- Jumper
- Jacket

- Hat
- Scarves
- Gloves
- Boots & Shoes

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 and items identified in New Way tuitions' 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
- If they believe that a search has revealed a safeguarding risk

All searches for prohibited items, 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. 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, New Way Tuition 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 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 organisations premises shall only be carried out by police officers in accordance with the Police and Criminal Evidence Act 1984 (PACE) Code C.

### **Alternative Providers:**

- "Alternative providers" are **not** authorised to carry out strip searches unless explicitly permitted by law or policy (e.g., in some school or institutional settings where local regulations apply).
- If an alternative provider conducts a strip search without proper authority or justification, it could be considered unlawful and result in legal action.

Before calling the police into location, 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 the premises, the decision on whether to conduct a strip search lies solely with them. The organisation 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, SLT 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 organisation 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 organisation will keep records of strip searches that have been conducted on New Way tuition premises, and monitor them for any trends that emerge.



## Who will be present

For any search, 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 Director
- 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 organisation 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 **Child protection and safeguarding policy** and speak to the designated safeguarding lead (DSL). The DSL will consider if, an early help intervention or a referral to children's social care is appropriate.

## Online misbehaviour

New Way can issue behaviour sanctions to pupils for online misbehaviour when:

- It poses a threat or causes harm to another pupil
- It adversely affects the reputation of New Way tuition
- The pupil is identifiable as a member of the New Way Tuition

Sanctions will only be given out when the pupil is under the lawful control of a staff member.

## Suspected criminal behaviour

If a pupil is suspected of criminal behaviour, New Way will make an initial assessment of whether to report the incident to the police. When establishing the facts, the organisation 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, then a member of the senior leadership team will make the report. New Way Tuition will not interfere with any police action taken. However, the organisation 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.

## Zero-tolerance approach to sexual harassment and sexual violence

New Way 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

New Way 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

## 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, New Way tuition (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. New Way will also consider the pastoral needs of staff and pupils accused of misconduct.

Please refer to our **Allegations against Staff Policy** and **child protection and safeguarding policy** for full guidance.

## Responding to misbehaviour from pupils with SEN

### Recognising the impact of SEND on behaviour

New Way Tuition recognises that pupils' behaviour may be impacted by a special educational need or disability (SEND).

When incidents of misbehaviour arise, we will consider them in relation to a pupil's SEND, although we recognise that not every incident of misbehaviour will be connected to their SEND. Decisions on whether a pupil's SEND had an impact on an incident of misbehaviour will be made on a case-by-case basis.

When dealing with misbehaviour from pupils with SEND, especially where their SEND affects their behaviour, the organisation will balance their legal duties when making decisions about enforcing the behaviour policy.

The legal duties include:

- Taking reasonable steps to avoid causing any substantial disadvantage to a disabled pupil caused by the school's policies or practices (Equality Act 2010) \
- Using our best endeavours to meet the needs of pupils with SEND (Children and Families Act 2014)
- If a pupil has an education, health and care (EHC) plan, the provisions set out in that plan must be secured and New Way tuition must co-operate with the local authority and other bodies

As part of meeting these duties, New Way Tuition will anticipate, as far as possible, all likely triggers of misbehaviour, and put in place support to prevent these from occurring.

Any preventative measures will take into account the specific circumstances and requirements of the pupil concerned.

- Training for staff in understanding conditions such as autism, sensory processing and ADHD Support and advice available from SENCO and Educational Psychologist
- Use of safe spaces where pupils can regulate their emotions during a moment of sensory overload
- Identified pupils will have an up-to-date EHCP trackers. These plans will highlight provisions and strategies to support pupil's SEND needs. All staff have access to EHCP trackers
- Individualised reward systems in place where appropriate

## Adapting sanctions for pupils with SEND

When considering a behavioural sanction for a pupil with SEND, the school will take into account:

- Whether the pupil was unable to understand the rule or instruction?

- Whether the pupil was unable to act differently at the time as a result of their SEND?
- Whether the pupil is likely to behave aggressively due to their particular SEND?

If the answer to any of these questions is yes, it may be unlawful for New Way tuition to sanction the pupil for the behaviour. The organisation will then assess if it is appropriate to use a sanction and if so, whether any reasonable adjustments need to be made to the sanction.

## Pupil displaying challenging behaviour may have unidentified SEND

New Way tuitions special educational needs co-ordinator (SENCO) may evaluate a pupil who exhibits challenging behaviour to determine whether they have any underlying needs that are not currently being met.

Where necessary, support and advice will also be sought from specialist teachers, an educational psychologist, medical practitioners and/or others, to identify or support specific needs.

When acute needs are identified in a pupil, we will liaise with external agencies and plan support programmes for that child. We will work with parents to create the plan and review it on a regular basis.

## Pupils with an education, health and care (EHC) plan

The provisions set out in the EHC plan must be secured and New Way tuition will co-operate with the local authority and other bodies. If New Way tuition has a concern about the behaviour of a pupil with an EHC plan, it will make contact with the local authority to discuss the issue.

## Safeguarding and Reporting Behaviour Concerns

At New Way Tuition, it is essential to respond appropriately to behaviour concerns:

- **Minor Behaviour Concerns:** Staff should discuss strategies and interventions with their lead to address the issue constructively.
- **Serious Behaviour Issues:** For serious incidents, staff must complete an incident report and alert the Designated Safeguarding Lead (DSL) immediately. Examples of serious behaviour issues include verbal or physical aggression,

bullying, and other breaches outlined in the "Serious Misbehaviour" section of this policy.

New Way 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 misbehaviour 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 children's social care is appropriate.

For full guidance on safeguarding procedures, see the **Child protection Policy** and **Safeguarding Policy** and the **Anti-Bullying Policy**.

## Training

As part of their induction process, our staff are provided with regular training on managing behaviour, including training on:

- De-escalation techniques
- The needs of the pupils in the organisation
- How SEND and mental health needs impact behaviour

Behaviour management will also form part of continuing professional development.

## Collaboration with Stakeholders

We believe in working closely with:

- **Learners:** Involving them in decision-making processes related to behaviour expectations and consequences.
- **Parents/Carers:** Maintaining open communication to support learners' behavioural and emotional development.
- **External Agencies:** Partnering with professionals to provide comprehensive support when needed.

## Compliance with Relevant Legislation and Guidance

This Behaviour Policy aligns with the following legislation and guidance:

- **Keeping Children Safe in Education (KCSIE):** Ensures safeguarding principles are embedded in behaviour management.

- **Equality Act 2010:** Promotes respect and addresses discrimination or prejudice-based behaviour.
- **Education and Inspections Act 2006:** Provides the framework for creating behaviour policies that promote discipline and positive conduct.
- **Behaviour and Discipline in Schools (DfE Guidance):** Aligns with national standards for promoting positive behaviour and managing misconduct
- Searching, screening and confiscation at school 2018
- Searching, screening and confiscation: advice for schools 2022
- Exclusion from maintained schools, academies and pupil referral units in England 2017
- Use of reasonable force in schools  
Supporting pupils with medical conditions at school

## Monitoring and Review

Our Behaviour Policy will be regularly reviewed to ensure its effectiveness. We will collect and analyse data on behavioural incidents, seek feedback from stakeholders, and make necessary adjustments to our approaches.

## Conclusion

At New Way Tuition, we are committed to nurturing a positive behavioural culture that supports the holistic development of all learners. Through clear expectations, supportive strategies, and collaborative efforts, we strive to empower learners to achieve their full potential.

*This policy will be reviewed annually and is subject to change in accordance with updated guidance and the evolving needs of our learning community.*

**Policy Issued By:** Mandy Ward

**Issue Date:** January 2025

**Review Date:** January 2026