

	Name	Date	Review Date
Written by	Debbie Goode	25/10//2025	25/10/2026
Reviewed & updated	Ryan Goodwin	25/10/2025	25/10/2026

Legal Status

This policy has regard to:

- The Education (Independent School Standards) Regulations 2014, Part 3 (specifically paragraph 9 regarding behaviour).
- The Equality Act 2010.
DfE guidance “Behaviour in Schools” (updated February 2024). Updates included clearer expectations on mobile phone use, strengthened guidance for pupils with SEND, and the importance of consistent staff training.
- Keeping Children Safe in Education (KCSIE) 2025.
- The Ofsted Education Inspection Framework, particularly the “Behaviour and Attitudes” judgment.

Policy should be read in conjunction with:

- The School’s Aims and Ethos.
- Anti-Bullying Policy.
- Safeguarding Policy.
- Complaints Policy and Procedures.
- SEND Policy.

This is a whole-school policy and includes ‘Use of Reasonable Force’.

Availability

This Policy is made available to staff, parents and pupils via the school website or on request, a paper copy may be obtained from the School Office.

Monitoring and Review

This policy is subject to continuous monitoring, refinement, and audit by the Headteacher and Head of Centre

Rational

This policy sets out how TILT Education promotes positive behaviour, prevents bullying, and supports pupils with SEMH and SEND needs. We use a clear framework of expectations (TILT Pupil Agreement), a structured Star Chart reward system, and a supportive three-strike warning process. Behaviour is monitored daily and analysed regularly to inform early intervention. Rewards, sanctions, and restorative practice are applied consistently and fairly. Parents, carers, and pupils are partners in this process

Ethos

TILT Education provides high-quality provision for young people with additional needs, including those with Social, Emotional and Mental Health (SEMH) difficulties. We offer a safe, nurturing environment where pupils develop the skills, confidence, and independence needed to raise aspirations and meet the challenges of an ever-changing world.

- We have high expectations for behaviour and work to create a respectful, supportive environment where positive behaviour is encouraged, reinforced, and celebrated. Poor behaviour is addressed fairly and consistently, using sanctions when necessary.

Our approach is based on:

- Promoting self-discipline, responsibility, and respect.
 - Creating a safe, caring, and inclusive environment.
Valuing and listening to the views of pupils and parents/carers (in line with Article 12, UNCRC).
 - Analysing behaviour patterns to inform interventions, particularly for bullying or discriminatory behaviour.
 - Making reasonable adjustments for pupils with SEND and SEMH needs, such as flexible use of regulation breaks, sensory aids, or differentiated expectations, to ensure fairness.
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Aims

- Ensure the policy is clear and understood by pupils, staff, and parents.
 - Provide a safe, happy, and orderly environment.
 - Support staff with consistent behaviour management strategies.
 - Promote good behaviour through clear rights, responsibilities, and conduct.
 - Encourage pupils to develop self-awareness, self-control, and resilience.
 - Prevent bullying and antisocial behaviour by reinforcing respect for others.
 - Build positive relationships between school, pupils, families, and the wider community.
 - Demonstrate impact through regular review of behaviour data, attendance, exclusions, rewards earned, and pupil/parent feedback.
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How we Achieve This

- A clear TILT Pupil Agreement, co-created with pupils, visible around the school, and regularly referred to.
 - A consistent system of praise, rewards, and sanctions understood by all.
 - Staff modelling positive behaviour and respectful relationships.
 - Regular assemblies and targeted interventions to promote SMSC development.
 - Behaviour data reviewed weekly by tutors and half-termly by SLT/SENCo, with findings shared with staff and parents where appropriate.
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Role and Responsibilities

Headteacher & Head of Centre

- Define acceptable behaviour standards.
- Ensure staff, pupils, and parents understand and apply the policy.
- Promote positive relationships and prevent bullying.
- Monitor behaviour, support staff, and review the policy annually.
- Report annually to School Improvement Partners on behaviour trends and policy impact.

Teachers

- Deliver well-planned, engaging lessons that support good discipline.
 - Monitor behaviour and pupil progress.
 - Work closely with leadership, staff, and parents to support pupils.
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- All Staff
- Model respect, fairness, and consistency.
- Encourage positive behaviour and address unacceptable behaviour calmly.
- Apply rewards and sanctions consistently.
- Seek to understand underlying causes of behaviour.
- Record and share behaviour concerns; attend training as required.
- Engage in regular CPD on de-escalation, SEMH awareness, and restorative practice.
- Access supervision and wellbeing support via Health Shield to manage the emotional demands of behaviour management.

Pupils

- Follow the TILT Pupil Agreement.
- Show respect for staff, peers, and the school environment.
- Use respectful language and behaviour.
- Attend sessions punctually and follow instructions.
- Take responsibility for their actions and learning.
- Provide feedback on behaviour policy effectiveness through survey

Parents/Carers

- Support the policy and the TILT Pupil Agreement.
- Reinforce the importance of good behaviour and respect.
- Maintain positive communication with the school.
- Celebrate positive behaviour with the school (calls home, postcards, reward events).
- Work with staff to support their child's development.

We believe pupils achieve their full potential in a happy, structured, and respectful environment. By working in partnership with pupils, parents, and staff, we create a school community where positive behaviour is the norm, difficulties are addressed fairly, and every child is supported to succeed.

Methodology

Rules (Five-point Code for Behaviour):

1. Hand in mobile phones after breakfast club.
2. Take care of each other, equipment and our school building.
3. Be kind and respectful.
4. Follow staff instructions the first time.
5. Work hard and encourage each other.

Star Chart System:

- **Linked to clear, tangible rewards (certificates, vouchers, trips, privileges).**
- **Includes peer-to-peer recognition (pupils nominating each other for respect/kindness).**

Behaviour Review:

- Pupil Star Charts are reviewed daily with tutors.
- **Behaviour logs are added to LearnTrek and reviewed half-termly by SLT/SENCo to identify trends and inform early interventions.**
- **Parents receive a summary of behaviour progress at least once per term.**

Pupil's behaviour is recorded daily in their Star Chart. (Please See PupilStarChart.doc) To enable us to further monitor pupil behaviour and to engage pupils in the behaviour process. All pupil's design the front cover of their Star Chart at the beginning of each half term or on their first day at TILT Education. During these sessions we will informally discuss the TILT Pupil Agreement, remind pupils about the rules and encourage pupils to set personal targets to support them in maintaining positive behaviour.

To make these sessions different each half term we introduce different activities – E.G Pupil Agreement Quiz, fill in the missing words of the pupil agreement, correct the spelling mistakes, Art and Craft front cover activities, plan a reward activity day.

The Star Chart/ Reward System allows pupils to earn 4 stars each throughout the day. Pupils can earn one star for each of their 4 daily lessons. To earn a star pupil's must

1. Hand in their mobile phone
2. Stay in the classroom/ unless given permission to leave
3. Display respectful behaviour in the classroom
4. Completion of set work

Three-strike warning system

The school operates a supportive **three-strike warning system** to help pupils manage their behaviour fairly and consistently. Each pupil is given clear expectations and reminders: the **first strike** serves as a gentle verbal reminder to help the pupil reflect and re-engage; the **second strike** is a warning that the behaviour needs to change, with staff offering strategies or support to regulate emotions; and the **third strike** will result in loss of a star.

Staff implement the system with consistency and sensitivity, always considering a child's personal regulation strategies and triggers, and using the process as an opportunity to teach and reinforce positive behaviour rather than simply applying sanctions.

Restorative practice is embedded throughout this process; sanctions are always proportionate and used alongside opportunities to repair relationships.

Strike 1 → Gentle Reminder

- Calm, positive verbal reminder of expectation
- Opportunity to self-regulate (use calm corner, sensory aid, or breathing strategy)

**Strike 2 → Formal Warning**

- Clear, calm statement of behaviour that needs to change
- Offer support/strategy (e.g. movement break, regulation tool, staff check-in)
- Record incident if needed

**Strike 3 → Consequence with Support**

- Proportionate response (loss of star, time out, restorative chat, removal from activity if needed)
- Staff support pupil to regulate emotions
- Restorative conversation before returning to learning

**Follow-Up**

- Behaviour reflected upon with staff or form tutor when calm
- Restorative practice used to repair relationships
- Record kept to monitor patterns and support needs

At the end of each day form tutors review star charts with their pupils. Daily behaviours are then added onto our MIS system LearnTrek this helps staff to identify patterns and trends (e.g., triggers, frequency, times of day) can be identified to support interventions.

What are the school's 'powers' and responsibilities?

- We understand that teachers have a statutory authority to discipline pupils whose behaviour falls below the standard which could reasonably be expected of them. This means that when a pupil breaks a school rule or fails to follow a reasonable instruction the teacher can impose a sanction on that pupil.

- The punishment will be proportionate and appropriate
 - We know that this power applies to all paid staff with responsibility for pupils.
 - We know that staff can discipline pupils at any time the pupil is in school or elsewhere under the charge of a teacher and this includes any activities off-site.
 - We understand that we have the power to impose an isolation outside of school hours.
 - We understand that some behaviours may give cause to suspect that a pupil is suffering, or is likely to suffer, significant harm. If this is the case, the school will follow its Pupil Protection and Safeguarding procedures.
 - WE UNDERSTAND THAT CORPORAL PUNISHMENT IS ILLEGAL
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Prevention

Unacceptable behaviour is best avoided through clear expectations and consistent routines. Staff are expected to:

- Be on time, prepared, and ready to greet each class with a well-structured lesson that includes pace, balance, and differentiation.
- Ensure an orderly start and finish to lessons, including clear routines for entry, seating, and movement.
- Know pupils well, taking account of individual needs, learning styles, and group dynamics.
- Provide lessons with clear beginnings, purposeful learning, and timely conclusions.

Sanctions

When poor behaviour occurs, pupils are encouraged to reflect on their choices and consider positive alternatives. Poor behaviour includes any actions that breach school rules, including malicious allegations against staff.

Sanctions will be applied fairly, proportionately, and where possible in the following order:

1. Verbal warning, reflection, and restorative discussion.
2. Loss of stars/points linked to behaviour.
3. Loss of privileges (e.g. working through break).
4. Communication with parents/carers (call, text, or email).
5. Formal warning letter.

6. Period of reflection outside normal hours (48 hours' notice given for parental arrangements).
7. Removal from rewards or trips.
8. In rare and serious cases, temporary or permanent exclusion (see Exclusions Policy).

Pupils are always given the opportunity to explain their perspective. Where needed, written or scribed statements and witness accounts will be gathered to ensure fairness.

Possession or Use of Vaping Devices

At TILT Education, we are committed to promoting the health, safety and wellbeing of all pupils. Vaping devices (including e-cigarettes and vapes) pose significant risks to young people's health, particularly as most contain nicotine, which is addictive and harmful to developing lungs and brains. We therefore operate a strict no-vaping policy across all areas of school life, including all school-organised activities.

If a pupil is found in possession of a vape, they must hand it to a member of staff before entering the school building. Confiscated items will be stored securely and can only be collected by a parent or carer. If a pupil refuses to hand over a vape when requested, they will not be permitted to enter school that day and this will be treated as a serious breach of the behaviour policy, which may result in a fixed-term exclusion. Similarly, any pupil found using or supplying a vape on school premises will face formal disciplinary action, which may include exclusion in accordance with statutory guidance.

In line with the Department for Education's *Searching, Screening and Confiscation (2022)* guidance, staff have the legal authority to search a pupil's property without consent if there are reasonable grounds to suspect possession of a prohibited item such as a vape. Confiscation and storage of these items will be handled safely and recorded in accordance with school procedures.

Our approach is not purely disciplinary. We use incidents involving vaping as opportunities for education and support, helping pupils understand the health, legal and social consequences of vaping. We work with parents, carers and external agencies to provide accurate information, guidance and where necessary, access to smoking and vaping cessation support. Our goal is to protect pupils' long-term health, uphold the law, and foster responsible, informed choices within a safe learning environment.

Exclusion and Alternatives

Exclusion is used only in serious circumstances. Where appropriate, an Inclusion Support Programme may be offered as an alternative, combining home tuition with targeted PSHE support to help pupils understand and change their behaviour.

Positive Support & Reasonable Force

We recognise that pupils may present challenging behaviour linked to trauma or SEMH needs. Staff prioritise de-escalation strategies such as:

- Changing activity or environment
- Positive reinforcement of behaviour systems
- Calming activities (creative/meditation)
- Staff change or room change

Physical intervention is used only as a last resort, in line with statutory guidance on reasonable force. Our ethos prioritises positive touch approaches (reassurance, redirection, distraction) rather than restraint.

Absconding – Procedure

A pupil is considered to have absconded if they deliberately leave the school site or supervised activity without permission. Absconding is always treated as a **safeguarding concern**.

If a pupil absconds, staff must:

1. Remain calm – do not chase.
2. Maintain visual contact where safe.
3. Ensure other pupils remain supervised.
4. Inform DSL/Deputy DSL immediately.
5. After 15 minutes (or sooner if required): contact parents/carers.
6. If pupil's whereabouts unknown within 30 minutes (or sooner if risk identified): call police.

DSL/Deputy DSL must:

- Keep an open phone line with staff
- Inform parent/ Guardian.

- Update risk assessments.
- Record incident on LearnTrek
- Share incident at staff meeting.

Post-incident debrief for pupil and staff ensures lessons are learned and emotional wellbeing supported.

If necessary, request police assistance, giving:

- Pupil's name, age, and description
- Last known location/time
- Any known risks (SEND, medical, safeguarding concerns)
- The height and build of the pupil
- The colour of the pupil's hair.
- What the pupil was wearing, including any distinguishing accessories, i.e bags, sunglasses, hats etc.

Decide whether additional staff are needed to safely retrieve the pupil, record the incident on LearnTrek and notify relevant agencies if appropriate.

After the incident:

- DSL reviews and updates the pupil's **risk assessment**.
- Pupil has a **restorative meeting** to discuss risks and consequences.
- Incident is logged and shared at staff meeting to ensure all staff are aware.
- Procedures are **reviewed half-termly** for pupils with repeated absconding behaviour.

Off-site trips:

- Trip leader follows the same procedure: do not chase, maintain visual contact, contact DSL immediately.
- DSL contacts parents and, if required, the police.
- A written incident report must be completed on return.

The DSL / Deputy DSL will ensure that the school informs the pupils parents / carers and records details as communicated by the trip leader on an incident form. A record of the telephone call to parents must be made. The trip leader must provide the following information when calling the school office to report a pupil absconding:

- The precise location.
- Who the absconding pupil was with.
- When the pupil was last recorded as being seen.
- How the pupil absconded.
- The time that the pupil absconded.
- The time that the pupil absconded.
- Are they in any immediate danger (if so the police/fire/ambulance service must be called

All incidents are reported immediately to the DSL/Deputy DSL, recorded on LearnTrek, and reviewed through risk assessment.

Rewards

We promote positive behaviour by recognising effort, achievement, and progress daily. Rewards may include:

- Verbal praise and positive acknowledgement
 - Written feedback in books or portfolios
 - Postcards/calls home
 - Certificates or public recognition (class/assembly)
 - Sharing good work with senior staff
 - Additional activities or privileges
 - Vouchers, tokens, or pre-agreed incentives with parents/carers
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Training & Awareness

- This policy is shared via website, handbooks, staff meetings, and displays.
- Staff receive regular training in de-escalation, SEND needs, restorative practice, and safeguarding updates.
- Staff receive annual safer handling and de-escalation training via Prime Prim Training.

- Pupil and parent awareness is maintained through assemblies, surveys, and workshops.
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Monitoring & Recording

Behaviour is tracked daily via star charts and formally logged on LearnTrek for serious incidents. Patterns are analysed to inform interventions and measure impact. Parents are involved at the earliest opportunity to support positive change and are always informed where physical aggression, or bullying has occurred.