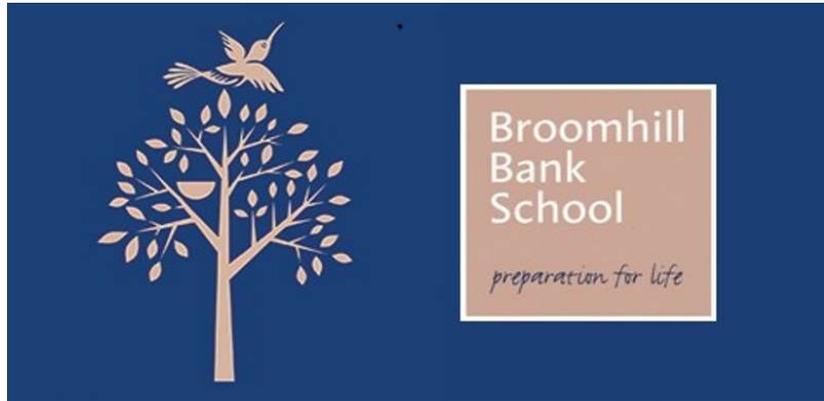


BROOMHILL BANK SCHOOL RESIDENTIAL



Discipline (including sanctions, rewards and restraints) POLICY

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| Created/Reviewed by: J Milne | Approved by SLT member: Approved by L and D committee: Approved by Full Governing Body : |
| Date created/reviewed: Jan 2020 | |
| To be reviewed: | |
| Statutory /Recommended Policy | |

Sanctions and Consequences Policy:

Sanctions are consequences used when a child or young person's behaviour is unacceptable. We have a duty to act as a "good parent" and to encourage responsible and socially acceptable behaviour.

Our primary approach to this is to be positive and proactive in order to avoid difficulties arising. That said, on occasion, the use of sanctions becomes necessary. Where this is the case, we ensure that any sanctions are proportionate, reasonable and necessary. They are to be seen by the child and young person as addressing their unacceptable behaviour. Consequences imposed are designed to enable the young person to reflect on their behaviour and either learn via support from staff or perhaps an eLearning course as to what concerns we have and why we have them.

There is a set of house rules displayed in the house files. All sanctions are recorded as consequences, reflected on, and commented on, by students and monitored by the Head of Care and Deputy.

Non-permissible Sanctions include:

- Corporal Punishment, smacking or hitting.
- Deliberate emotional or physical abuse.
- Depriving a young person of food or drink.
- Making a child or young person wear distinctive or inappropriate clothing.
- Stopping access to medical or dental treatment or medication.
- Restriction of liberty. We will not stop a child or young person leaving the building unless they are putting either themselves or others at risk.
- Preventing a child or young person sleeping at night.
- Intimate physical searches.

All consequences are recorded in the consequence book for the appropriate home, they are used as tools to reflect on the behaviour and give feedback as to how we can help the young person manage in the future. Young people are encouraged to reflect and comment on the appropriateness of a consequence

Consequences are quality assured by the Head of Care

Restraint/Positive handling

Restraint is the use of reasonable physical force, (not hitting or slapping) to prevent certain actions. Restraint is always used as a last resort and only when all other methods have been exhausted and the child is at risk of immediate harm. Restraint is not a sanction or consequence

Restraint will only be used to:

- Prevent a child or young person assaulting another.
- Stop a child or young person hurting themselves or putting others at risk.
- Prevent intentional severe damage to property.
- Prevent a child or young person leaving a building when we believe they will put themselves or others at risk.

The use of restraint is discussed with parents and carers during the referral stage. Individual Risk Assessments are carried out on each child or young person to enable us to care for them as safely as possible. A child or young person's Placement plan /Behaviour Support Plan is underpinned by the schools Behaviour Management Framework and is supported by the child or young person's Individual Risk Assessment. Support plans may also include advice from other appropriate professionals, to enable us to consider all relevant information when compiling these plans.

As part of the initial and ongoing assessment of a child or young person we will arrange a meeting with parents/carers, the placing authority and wherever possible the child or young person to discuss the Care and Behaviour Support Plans. There may be a need to get an agreement between all parties for the use of Restrictive Physical Intervention (the term we use for restraint), if required as a regular behaviour support strategy. This agreement will then become part of the Behaviour Support Plan.

The use of specific holds is identified and reviewed in the individual's placement plan in the section of Behaviour Support Plan which are all recognised proact Skip holds. Restrictive Physical Intervention is only applied if it is deemed reasonable, proportionate and absolute necessary to do so when considered within the specific context of the situation and the individual involved. Staff are trained as critical friends to ensure the safety and dignity of the child or young person is maintained.

A member of staff (who was not involved in the hold) will de-brief the child or young person after the hold and record their comments. In all cases post-restraint, a child or young person is offered a meeting with an Independent Visitor who visits the school on a termly basis.

All incidents that require physical intervention are monitored and evaluated by a senior manager with feedback given to staff and children and young people, if needed.

If an incident involves a hold then the parents/carers and social workers will be informed by telephone with an incident report provided if requested.

Staff are made aware of policies, procedures and guidance relating to restrictive physical intervention during their induction program. All staff receive formal behaviour management training in Proact Skip accredited and a recognized method of behaviour management and restraint. The training is provided on identified need. Staff also receive specific training in de-escalation skills to equip them with appropriate strategies.

Parents/carers can be provided with specific information regarding restraint techniques though will not be trained in any use of such techniques. Further explanations and advice will be provided to upon request.

Responses to Alcohol, Smoking and Substance Abuse

At Broomhill Bank School we take the welfare of our students very seriously. This policy states how we will take forward such an important issue.

The word 'drugs' is used in its widest sense of non-prescribed mood-altering substances to include all drugs whose use is legal within certain limits, including tobacco and alcohol, volatile and other substances which can be used to alter mood (such as solvents) and all illegal drugs whose use and possession are forbidden by law. The word 'misuse' applies to all illegal use of drugs which includes so called Legal Highs

Aims:

- To place drug education and the school's opposition to the misuse of drugs within the context of the school as a caring community.
- To protect pupils from the dangers of drugs and their misuse
- To provide drugs education for pupils, parents and staff
- To work with outside agencies to limit risk of access to harmful substances
- To enable pupils to be in a position to make informed, healthy choices and decisions and prevent or reduce the harmful consequences of drug abuse.

In order to do this the School will:

Provide drugs education for pupils through the PSHE programme, identified lessons and assemblies.

Present information in a variety of ways that will reflect individual needs, for example group discussion, presentations by video and guest speakers, pamphlets and peer groups.

Work closely with the local Police Liaison Officer on ensuring that pupils understand the law and their legal rights.

Evaluate the drugs education programme at regular intervals, using pupil, parent and staff responses.

Ensure that pupils, parents and staff are fully aware of the policy and sanctions.

Principles

Tobacco

Broomhill Bank School operates a no smoking policy at all times throughout the buildings and grounds. This policy applies to pupils, employees, parents and visitors.

Effects of smoking

Cigarette smoking is the biggest cause of preventable disease and premature death in this country. Diseases include lung cancer, heart disease, respiratory illnesses and cancer of the mouth.

Smoking causes almost one in five of all deaths. There are 300 smoking-related deaths each day in the UK.

There are over 4000 different chemicals in tobacco smoke. These include harmful substances such as nicotine, carbon monoxide, tar, benzene, formaldehyde, ammonia, hydrogen cyanide, acetone and arsenic.

Effects on children and young people

Young people place themselves at risk of minor illnesses and a greater risk of serious diseases later on. They also find it harder to give up later in life.

Young people are more likely to smoke if parents and other close family members smoke, and especially if their parents do not object to them smoking.

Children who live in a smoky atmosphere are more likely to have asthma and chest infections. They will suffer worse symptoms if they are already diagnosed as asthmatic. Research has shown that they suffer more from glue ear and get more colds and coughs. All of the above is directly linked to the effects of so-called passive smoking. It is not surprising that a major effect of smoking on children is that they spend more time off sick.

Action to be taken by staff if you find a pupil either smoking or in the possession of Cigarettes:

- Let him/her know that you care
- Discuss the social and economic factors of smoking.
- Discuss the health risks such as cancer, heart disease and respiratory illnesses.
- Inform the boarder that it is a school rule not to smoke whilst at the school (both on the property and outside), confiscate the cigarettes. Give to parents.
- Be a good role model by not smoking in front of the children and young people.
- Take an interest in the lives of our students and it is more likely that they will talk to you and be influenced by you.
- Consequence as appropriate.

We will gain appropriate professional smoking cessation support for the young person and frequently hold these sessions provided by the school nursing team .

Alcohol

The possession and use of alcohol on school premises is prohibited for all members of the school community.

Because of the age of the children at Broomhill Bank School, pupils will not be allowed alcohol at School events regardless of whether or not they are with their parents.

Staff will not be permitted to work should they be under the influence of alcohol. (see code of conduct)

Drugs

Should any illegal substances be found in a pupil's possession whilst in school, irrespective of whether for own use, passing, receiving, buying or selling, the pupil will be immediately isolated from other pupils and excluded from school pending further investigation. This will be a neutral action of removal until evidence or proof of wrongdoing is available. Should investigation prove positive, permanent exclusion may result and the Police will be informed as a matter of course. Should any pupil voluntarily disclose possession of illegal substances including legal highs , concern for the pupil's welfare will be paramount and appropriate support action will be instigated but the pupil may still be excluded from school pending further investigation.

Support will be sought for that young person to enable us to understand the reason they are using the substance and to help enable them to stop successfully

Students will be educated about the dangers of using substances as well as the risk of supplying them.

Young people will be educated about risks within society such as County Lines and other forms of exploitation

Solvents

We recognize that many ordinary substances lend themselves to misuse and therefore need to be carefully stored and managed. COSHH regulations will apply to secure storage and safe keeping of solvent substances in school.

Substance abusing parents

Some pupils may have a parent or guardian whose drug use (legal and/or illegal) is problematic. The pupil's welfare is paramount and the school will act, with reasonable care, to support the pupil, practically and emotionally.

Responding to Drug related incidents

whilst adhering to the unequivocal opposition to drug misuse, Broomhill Bank School acknowledges pastoral responsibility in this area and seeks to work closely with families and support agencies.

The range of responses to support pupils and families may include:

- In school counselling services Referral to outside agencies for counselling treatment or interventions.

Multi-agency and or single agency meetings to discuss options before devising action plans to enable pupils to return or remain in school.

- In school inclusion.

Sanctions/Consequences

- Exclusion following possession of illegal substances, subject to further investigation and review.

Emergency action if a pupil is deemed to be in danger as a result of drug misuse, the school's normal emergency first aid response operates.

Intoxication

For possible intoxication, the pupil will be removed to a quiet room and accompanied by a member of staff at all times. The school's normal first aid response will operate. Parents will be informed and called to the school to collect the pupil and advised to seek medical advice.

Discovery / observation of drug misuse

- If a pupil is discovered possessing, using or dealing any substance not permitted in school, (s)he will be referred to the DSL or, in their absence, the most senior member of staff.
- This member of staff will seek to remove any suspicious substances from the pupil in the presence of another adult witness or secure the voluntary production of any substance believed to be concealed on the pupil's person. (no intimate search may be made) Any substance taken possession of will be sealed in a plastic bag, signed by the witness present with date and time.
- The situation will be investigated promptly and thoroughly and a written record made
- The pupil will be kept out of class / away from peers. The pupil will be informed that the situation is a serious one and that parents and police will be informed and asked to attend the school. The decision to remove the pupil from peers is a neutral one and does not indicate any definitive conclusion having being made.
- A member of SLT will notify the pupil's parents/guardians.
- The pupil will be excluded from school at a time that is deemed appropriate to possible police and parental attendance.
- If the substance is/or suspected of being illegal, a member of SLT will call the local police to help with identification and gain appropriate police involvement.

Pupil disclosure

- A pupil may be willing to disclose to members of staff that (s)he has been using drugs or is concerned about someone else's drug use. Concern for the pupil's welfare will be paramount but staff will not be able to promise complete confidentiality and should make this known to the pupil. Information will be treated as any other sensitive information about pupils. SLT will be informed and further help sought if appropriate to support the pupil .

The pupil may be referred to a drugs or counselling agency / intervention programme. Action on sanctions/consequences may be an appropriate part of the response to a pupil's disclosure. This is at the discretion of SLT. Parents will also be consulted as part of this process if it is appropriate.

Suspicion/Hearsay

Any hearsay / rumour about pupil drug misuse will be carefully evaluated in the light of the school's own knowledge of the pupil and sensitively investigated prior to possible action.

If the rumour is believed to be unfounded, steps will be taken to challenge the rumour and its effects. If found to be true, steps will be taken as previously outlined. Suspicion of a pupil misusing a drug may require further observation and monitoring over a period of time before deciding on appropriate action to be taken.

Any information about alleged drug misuse, received by the School, will be communicated to parents, subject to the usual procedures or cautions of parental contact. Whether or not there is concrete evidence or basis of truth in this, the School believes that it has a duty to inform parents of any allegations in order to allow them the opportunity of discussion with their child.

Recordings of pupil observations by staff should adhere to the following:

- a) They will be specific
- b) They will be non-judgmental (descriptive)
- c) They will be objective
- d) They will be factual
- e) They will be dated and signed – Via electronic recording system(MY concern)
- f) They should show pattern, nature and frequency