

Kenn Church of England Primary School

Behaviour and Action Against Bullying Policy



Vision

Kenn Church of England Primary School educates children aged 4 – 11. We are part of the Ivy Education Trust and are also closely connected with Kenton Primary School and Cockwood Primary School, through our Leadership structure. Much of the teaching and learning around behaviour and action against bully is based upon our strong Christian vision, which is to 'Sow the Seeds of Kindness, Courage and Faith within our Nurturing Community'.

At Kenn Church of England Primary School we believe our school is a community and it is vitally important that everyone is safe and happy within it, where individual needs are met and pupils gain the tools with which to start their journey as lifelong learners. We want to work together with parents, teachers and community members, actively involving them in our children's learning and development. We strive to promote positive behaviour in and out of school, which enables pupils to make positive choices. We want to provide a framework of expectations within the school community and aim to encourage a shared responsibility between home and school for the positive management and modelling of outstanding behaviour. We aim to provide clear structures to support the children and ensure consistency.

We strive to provide an environment in which our children are secure and confident, irrespective of race, gender, religion or disability, with equal opportunities for all.

Aims

As a school we aim to:

- to nurture the mental, physical and spiritual development of each individual child
- to create a happy and secure learning environment where children are encouraged to accept challenges as learners
- to promote close links within the school's community and prepare children for world citizenship and the different people they will meet during their life journey
- to help children learn, respect and develop a sense of their own worth and responsibility for themselves and others
- to encourage and provide opportunities for children to develop as lifelong learners
- to foster a cohesive team of children, parents, governors, staff and the wider community, who will work together to support all children at Kenn Church of England Primary School

Key Principles

We strive to help our children establish regular attendance and good behavior from the beginning, involving parents in the process.

We believe in early intervention where there is poor behaviour or unexplained absence, in order to help our children, adapt to the rules and routines of school life.

Teaching and non-teaching staff will all be involved in the day to day implementation of this policy, to ensure a whole school approach is provided at Kenn Church of England Primary School. We are committed to:

- Respecting children and adults as individuals
- Promoting a sense of belonging to the school community
- Recognising the importance of different cultures, abilities and backgrounds and offering equal opportunities
- Developing strategies to support positive behaviour
- Working as a team to support one another
- To take account of the effect that the Covid-19 pandemic has had on pupils, families and staff, and to ensure that strategies are in place to support all members of the Kenn community

Teaching and Learning

Our teaching involves supporting the children to learn about how to interact successfully with others, how to develop emotional resilience and appropriate ways of displaying our emotions. We will use the following strategies:

- Active participation of learners in an engaging curriculum
- Support children with the understanding of acceptable ways of demonstrating our emotions and interacting socially through our school contract and all children being part of the development of class rules
- The PSHE curriculum is supported through the teaching of the SCARF curriculum designed to meet the needs of the school, classes, groups and individuals

Ready to Learn

At Kenn, we have three key Christian values which underpin all areas of school life. These are Faith, Kindness and Courage. We also have three key rules which we encourage and support our pupils to achieve. These are:

Be Kind

Be Safe

Be Your best

Within each classroom, we have positive charts where children can gain house points and reach their target of a golden phone call.

All adults within the schools use targeted, specific verbal praise, catching children setting a good example to others. Needs of individual children will be noted by staff, as some children prefer achievements to be noted in quieter tones.

We will always remain positive and professional even in the most challenging of circumstances. We will discuss the behaviour NOT the person. The school supports a restorative justice approach to supporting behaviour and development.

Careful consideration will be given to class groups, curriculum organisation and use of support staff in promoting positive behaviour.

Teaching staff will strive to plan engaging learning experiences suitable for the needs of the pupils within their class.

Pupils who behave well will be recognised with rewards. These will be in a variety of formats. The whole school systems for promoting positive behaviour are through the House Point system and golden star award.

At the beginning of each year, the school rules will be shared and promoted in classes and assemblies. It will be revisited termly as appropriate. The poster will be displayed in the classroom and referred to regularly.

Children's names will be displayed on the classroom charts to show positive learning behaviours.

Recognitions and Rewards

House Points

Appendix 1

Every member of our school community belongs to a house. Pupils are attached to a house and will stay in it throughout their time at Kenn. Every pupil will be able to earn house points which will be recorded in their own classrooms on a class chart.

House Point Certificates

25 points – certificate

50 points – certificate

75 points – certificate and extra playtime with SLT at the end of the half term

100 points – certificate and a book

House Point Cup

Each week the house points that the children earn as a house will be collected and the winning house will be awarded the cup in the Celebration Worship. The cup will be decorated with the winning house colour.

Always Club

4 pupils a term (1 from each class) will be selected for a special award if they are always well behaved, try hard, are polite etc. This special award could be a trip to a special venue for example.

Learning certificates.

- Star of the week
- Accelerated reader 100% target – each. Class rewards pupils on a half termly basis if they reach their individual target for reading.
- Golden Star Award – the children who reach the golden star on the ready to learn chart will receive a special certificate and sticker from the Headteacher. This will also be recognised in our Celebration Worship.

Attendance Awards

Pupils who achieve 100% attendance every term will receive a certificate. If a child has 100% across the year, they are awarded a book voucher.

Weekly postcards

A child in each class is recognised every week for going above and beyond, either in terms of their behaviour or their achievement in school. The class teacher writes a postcard, and it is presented in Collective Worship on a Friday.

Christian Values Recognition Cards

Each week, Our Ethos Group (pupils) will visit each class to collect the names of children who have been showing our CVs during the week. These will be then celebrated in assembly and each child will have a card written for them and recorded on our hall display.

Sanctions.

Unacceptable behaviour

Examples of unacceptable behaviour are (but not limited to):

- Disruptive behaviour (e.g. calling out, distracting others)
- Time wasting
- Ignoring instructions
- Rudeness towards others
- Offensive language
- Property damage

Consequences

Consequences may be imposed for unacceptable behaviour when the children are:

- In lessons
- At break and lunchtimes
- Taking part in any school-organised/school-based activity
- Travelling to and from school
- Wearing school uniform
- Identifiable as a pupil at the school

Where unacceptable behaviour is displayed by individuals or groups, all staff have a duty to apply the consequences in a consistent way, using their professional judgments and ensuring sanctions are reasonable, proportionate, fair, rational and lawful.

Positive reminder and reinforcement

The teacher/TA to give a verbal reminder to the pupil of the correct behaviour required but does not enter into discussion or argument.

The teacher/TA will support the pupil in making a positive change within the classroom. This may take the form of a positive conversation to find out the reason for the displayed behaviour so that the child can be best supported.

Move in class

The teacher/TA will ask the child to move within the classroom to help support any distraction that may be causing the behaviour. This may be a move away from a particular pupil to a designated area within the classroom. Upon a positive change, the child will be invited to return to their place.

Reflection – move to buddy class

The teacher/TA will escort the child to their buddy class for a reflection time (time will depend on the age of the pupil – 3 minutes N/R, 5 minutes 1/2 and 10 minutes 3/4/5/6). It is the class teacher/TA's responsibility to collect the child. Incident recorded on CPOMS by class teacher who informs parents/carers at the end of the day.

Referral – school leader

If behaviours happen again, then the child will be referred to a member of the school leadership team and potentially kept out of class for an extended period. It will be the class teacher's responsibility to provide the work and to also 'check in' with the pupil. The incident will be recorded on CPOMS by the class teacher. Class teacher to inform parents/carers at the end of the day.

If a pupil refuses to comply with consequences 1-4, then the incident may be escalated instantly to 'Referral – school leader'.

During a period of reflection within the classroom, it is not anticipated that a child will miss any learning. However, if learning is missed due to a 'reflection time', it is expected that the child will complete the task at another time.

Break and Lunchtime consequences

- Positive reminder and reinforcement – the member of staff on duty will give the pupil a positive reminder of the correct behaviour expected.
- Positive change – the member of staff on duty will support the pupil in making a positive change. This may be directing or modelling more appropriate games/play.
- Reflection – the member of staff on duty will direct the child to miss 5 minutes of their play. The child will stay with the member of staff for the duration of this time.
- Referral – the child will miss the remainder of their playtime. They will be taken to the class teacher/school leader for this. Incident will be recorded on CPOMS.

If a child persists with unwanted behaviour for an extended period of time, the following strategies may be employed:

Initial meeting

This will be organised by the class teacher who may ask for a member of the leadership team to attend, in order to discuss the behaviour and agree a positive plan for moving forward.

This may include:

- Individual reward system – this may be needed to help individual pupils who need something extra to help support their behaviour needs.
- Supported social times – this may be needed to help support individuals who are struggling to manage their behaviour during break/lunch times. A timetable may be put together outlining the activities the pupil can engage in during break/lunch.
- Report card – the parents/guardian, class teacher and pupil will identify three key areas which the child should focus on for improvement. These will then be checked in each lesson and marked on a report card. The report card will be shared between home and school to allow the parents/guardian to be informed daily of the pupil's behaviour.

Serious Incidents and Exclusions

Please see the school's Exclusions Policy for further information.

Working with parents

Parents have a vital role in promoting good behaviour in school and so effective home/school liaison is very important. The school expect that parents will give their full support in dealing with their child's social, emotional and behaviour needs. Parents will be involved where the staff in the school have a concern about an individual incident or where a concerning pattern of behaviour has been identified. At all times we would ask that parents work with and support the school in order to help their child.

We ask parents:

- to support school in having high expectations of your child's behaviour
- read and sign the school contract annually and discuss this with your child
- to keep us informed of different behaviours that children may be exhibiting
- inform us of any trauma which may affect their child's performance or behaviour at school e.g. a death in the family
- inform us about their child's ill health and any absences connected with it

The school will endeavour to achieve good home/school liaison by:

- promoting a welcoming environment within the schools
- giving parents regular constructive and positive comments and feedback on their child's work and behaviour
- encouraging parents to come into school on occasions other than parents' evenings
- keeping parents informed of school activities by letter, newsletter etc
- involving parents at an early stage in any disciplinary problems

Working with pupils

We encourage our children to be responsible for their actions and to play a part in setting themselves targets for improving their behaviour. Most pupils behave well and are a credit to themselves, their parents and school. Pupils who have received awards such as house point awards or attendance awards are celebrated in the weekly celebration assembly.

Our approach to challenging behaviour may be differentiated to cater to the needs of the pupil. The school's Special Educational Needs Coordinator (SENCo) will 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.

In some cases, the Headteacher will work alongside a child, and short-term targets will be put in place, which will be monitored daily. These targets are shared with parents and copies of rewards or monitoring timetables are sent home each day for parents to comment on.

The Ethos Group take an active role in listening to the needs of pupils, supporting them in and out of class, alongside the school ambassadors. The Ethos Group meet fortnightly.

Mobile phones

Children in Year 5 and 6 may bring mobile phones to school. These will be switched off and handed to the school office. These will be kept in a safe place in the office until they are given back at the end of the day.

Responding to misbehaviour from pupils with SEND

Recognising the impact of SEND on behaviour.

The school 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 school 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 the school must co-operate with the local authority and other bodies. As part of meeting these duties, the school 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 consider the specific circumstances and requirements of the pupil concerned taking into account reasonable adjustments.

Adapting sanctions for pupils with SEND

When considering a behavioural sanction for a pupil with SEND, the school will consider:

- 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 the school to sanction the pupil for the behaviour. The school 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.

Considering whether a pupil displaying challenging behaviour may have unidentified SEND

The school's Special Educational Needs Coordinator (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 the school will co-operate with the local authority and other bodies. If the school has a concern about the behaviour of a pupil with an EHC plan, it will contact the local authority to discuss the issue. If appropriate, the school may request an emergency review of the EHC plan.

Role and Responsibilities

All staff should:

- Follow the hierarchy of rewards and sanctions
- Remind children that they are responsible for their behaviour
- Work in partnership with parents in dealing with behavioural issues
- Act as a role model for desired behaviour, treating all adults and children with respect
- Ensure that every child has work appropriate to his/her level of ability
- Be consistent as far as possible in the use of rules and sanctions
- Receive updated training to support the delivery of positive behaviour strategies
- Consider the needs of all children on a day-to-day basis within the classroom and try to ensure that all pupils can thrive as individuals
- Ensure good classroom routines and boundaries are positively reinforced
- Ask for support from the Headteacher and other senior staff where there are concerns around children or groups of pupils

Parents should:

- Support the school's hierarchy of rewards and sanctions
- Help the children understand the rules and the need for them
- Work in partnership with the school to promote high standards of behaviour at all times

- Ensure that their child attends school regularly/punctually and notifies the school for reasons for absence
- Agree to use social networking sites responsibly and respectfully to support the school and encourage their child to use the internet and e- mail safely. The school provides regular parent guides to support them with this.

Governors should:

- Be aware of the Behaviour Policy and understand the school's expectations with regard to behaviour
- Support the school's hierarchy of rewards and sanctions
- Monitor and evaluate the impact of this policy throughout the academic year

Training

Our staff have received training on managing behaviour in line the with behaviour policy and behaviour management also forms part of their continuing professional development.

Power to use reasonable force

Members of school staff receive PIPS training (Passive Intervention and Prevention Strategies) and will use reasonable force to prevent pupils injuring themselves or others, damaging property and to maintain good order and discipline in the class. All incidences where this is used will be logged by the Headteacher and both parents and the SENDCo will be informed. School staff may also use reasonable force if necessary if there is a need to conduct a search without consent. The following items may warrant a search without consent: knives or weapons, alcohol, illegal drugs, stolen items, tobacco and cigarette papers, fireworks, pornographic images, or articles that could have been used to commit an offence or any item banned by the school rules. The Headteacher may confiscate a particular item and return it to parents after a period of time, designated by the Headteacher. Any serious items will be handed over to the police.

Racist Incidents

Racist incidents are taken very seriously at Kenn Church of England Primary School. Any incidents are recorded by the Headteacher and are reported to the Local Authority. Repeated racist incidents or a single serious incident may lead to an exclusion, and this could be permanent (see Exclusion Policy).

External support

The Headteacher and/or the SENCO will engage with outside agencies to support with the development of the social, emotional and behavioural needs of groups and individuals when deemed necessary by the school and/or parents. A plan will be put into place with parents, the school and the child, focusing on what is hoped to be achieved through these links. At this stage further records may need to be kept, such as observations, trigger charts and provision maps. This support may be sought for a child with SEND, but it is not limited to just these children. Outside agencies that the school might access to support children with social, emotional and behavioural needs might include the following:

- Education Welfare Officer
- Behaviour Support Team
- CIDs Team
- Outreach teachers from specialist provision
- Social Care
- Educational Psychology
- Medical practitioners and mental health services
- Inclusion Officers

Beyond the school gates

The rewards and sanctions apply not only in school but also when a pupil is representing the school during and beyond school hours within the care of the school. This may include when pupils are on a school trip or if a child is competing in a school-based event off site.

Where there is an incidence of inappropriate behaviour out of school (and not representing the school) we may intervene where appropriate, to minimise the negative impact felt within the school. We seek to work with parents, members of the community including our PCSO (Police Community Support Officer) to achieve this if necessary.

Strategies to support inclusion

We have a range of mechanisms to support the inclusion of pupils with emotional/behavioural difficulties and enable their access to the national curriculum and wider school life. These strategies are over and above the strategies that are used for the majority of pupils.

These include:

- Anger management strategies
- Targets formulated to support pupil behaviour
- Educational Psychologist referral
- Pastoral Support Plans
- Regular meetings with parents
- Support from County Behaviour Team
- Thrive type support from trained in-school practitioners
- Mindfulness sessions
- Lego therapy

Within this policy we recognise that some pupils have additional needs and therefore find school routines and expectations more difficult. Where sanctions are to be applied, the school will take into account the needs of each individual and assess the support the school has provided for that pupil in the lead up to, and after, any instances of poor behaviour.

The school recognises its legal duties under the Equality Act 2010 to support pupils with special educational needs. A record of all behaviour incidents is kept, assessed and any patterns noted and shared with key governors.

Pastoral care for staff, professional development and malicious allegations

Where a pupil makes an accusation against a member of staff or other adult/volunteer and that accusation is shown to be malicious, the Headteacher will apply a sanction in accordance with this policy.

The Headteacher will also consider the pastoral needs of the staff member/volunteer/governor accused of misconduct. All staff will have access to support and training to improve their practice.

Within the school's child protection and safeguarding policy, there is information relating to the support offered to pupils if an allegation is made.

Monitoring Arrangements

This will include keeping records of significant rewards and sanctions, linked to our Ready to Learn charts, individual behaviour logs, bullying log and incident log, observations in the classrooms and around the school, questionnaires for children and parents and discussions with the Ethos Group. There will be regular reports to governors, as part of the Governors annual cycle of business, and this will also be monitored by trustees. A record of sanctions applied will be kept on individuals if this is deemed appropriate (so possibly establishing a pattern that can be discussed with SENCo/parent).

The Local Governing Board, along with the Headteacher will monitor the effectiveness of this policy, through learning walks, formal classroom observations, and informal meetings with pupils, to include discussions with the Ethos Group. This information will be reported back to the Full Governing Board.

House Points

These are some examples of things I can do or show to earn a house point.

- Can do attitude
- Resilience
- Lining up quickly and quietly
- Being helpful
- Using my manners
- Following the class rules
- Showing I am making an effort with my work/reading
- Being a good role model
- Being honest
- Hardworking



Anti-Bullying

LEGAL REQUIREMENTS

There are a number of statutory obligations on schools with regard to behaviour which establish clear responsibilities to respond to bullying.

The Education and Inspections Act 2006

In particular section 89 of the Education and Inspections Act 2006:

Provides that every school must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents. This gives head teachers the ability to discipline pupils for poor behaviour that occurs even when the pupil is not on school premises or under the lawful control of school staff.

The Equality Act 2010

The Equality Act 2010 replaces previous anti-discrimination laws with a single Act. A key provision is a new public sector Equality Duty, which came into force on 5 April 2011. It replaces the three previous public sector equality duties for race, disability and gender, and covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Duty has three aims. It requires public bodies to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

Schools are required to comply with the new Equality Duty.

Safeguarding children and young people

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'.

Criminal law

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986.

Definition of Bullying

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. (DfE, 'Preventing and Tackling Bullying' 2012)

Our children's definition of bullying:

Bullying is when another child or group of children do things to upset and hurt you on purpose, and keep doing it. It could be hurting your body or hurting your feelings with words.

Some children get mixed up and call a disagreement 'bullying'. It is only bullying when one side is to blame more than the other.

Bullying is someone doing something that makes you feel not 'safe, strong and free' and which happens frequently.

AIMS AND OBJECTIVES OF THE SCHOOL ANTI-BULLYING POLICY

Kenn Church of England Primary School will aim to:

- Prevent or reduce the incidence of bullying in schools
- Create an emotionally safe environment where positive relationships can develop
- Reduce the use of homophobic and racist language
- Better reflect pupils' different families in our schools
- Ensure that all pupils, parents/carers and staff are aware of this policy and their roles and responsibilities in contributing to its success.
- Teach, embed and model positive values for children to assist their moral, emotional and empathetic growth

The Anti-bullying Policy reflects the school's vision statement with a view to developing:

- An enquiring mind and a desire for knowledge.
- Strong self-esteem and high personal expectation.
- A set of spiritual and moral values – honesty, integrity and sound judgement
- Understanding and respect for others

The schools aim to foster values of tolerance and mutual respect through promoting the self-esteem of all members of the school community. At the Kenn Church of England Primary School bullying behaviour is contrary to the school ethos. We recognise that bullying is a concern for all of us, including pupils, teaching, non-teaching staff, parents/carers and governors.

Other school/Trust policies and procedures which have relevance to the Anti-Bullying Policy are:

- Attendance
- Behaviour
- Behaviour Principles
- Child Protection & Safeguarding
- Confidentiality
- Code of Conduct
- Computing and Online Safety
- Equality and Diversity
- Health, Safety and Wellbeing
- PSHE & Relationships and Sex Education (RSE)
- Special Educational Needs and Disability (SEND)

Individual responsibilities

All members of the school community have a key role in promoting, implementing and supporting the Anti-Bullying policy at Kenn Church of England Primary School. It is important that there is a collaborative whole school approach to address any difficulties which may be encountered. Everyone should work together to create a safe, happy and anti-bullying environment.

Staff should:

- Provide a safe, secure and caring environment
- Promote and sustain good behaviour
- Listen to all reports of bullying
- Address each situation in line with procedures
- Work collaboratively with all relevant members of the school community, developing positive partnerships with parents/carers

Pupils should:

- Report all incidents of bullying (if a child is being bullied or if they know about another pupil who is being bullied – TELL SOMEONE)
- Follow the school's Behaviour Principles and Code of Conduct
- Avoid inappropriate behaviour which might be considered as bullying

- Be respectful and supportive to others
- Peer mediators will report to their link adult if they are having repeated sessions with one pupil or a group of pupils, they should always report an instance of bullying

Parents/carers should:

- Work in partnership with the schools
- Advise their children to report any concerns to a member of staff
- Discourage behaviours which might be considered as bullying
- Stress to their children that retaliation is not helpful
- Contact the School Administrator to arrange an appointment with the child's class teacher to discuss concerns
- Cooperating with the school, if their child/children are accused of bullying, try to ascertain the truth and point out the implications of bullying, both for the children who are bullied and for the bullies themselves
- Accept their role in dealing with bullying behaviours which occur outside the school so that they do not interfere with effective learning and teaching during the school day

MORAL AND VALUES FRAMEWORK

The school believe that all staff and children have the right to feel safe and secure in the school environment. The school encourage the following Christian values:

- Kindness
- Courage
- Faith

EQUAL OPPORTUNITIES

Kenn Church of England Primary School is committed to working towards equal opportunities in all aspects of school life. All resources used will support this commitment.

CONTENT

The anti-bullying education programme will:

- Provide information that is relevant and appropriate to the age and developmental stage of the children
- Develop skills of assertiveness, communication and effective dialogue in relationships, enabling children to deal with conflict and feelings e.g. anger
- Encourage the exploration and clarification of values and attitudes, rights and responsibilities
- Foster self-esteem, positive self-image and confidence

Health topics and themes will be revisited taking into account the children's stage of development and the spiral curriculum concept. The content of the anti-bullying education programme is based primarily on SCARF (Safety, Caring, Achievement, Resilience, Friendship). The school also works with the CAP Team (Child Assault Prevention) on a regular basis, to help equip children with the skills to keep themselves safe and will also invite other agencies and visitors into the school to enhance this aspect of their education.

Topics will include:

Key Stage 1:

- Awareness of different forms of bullying
- Personal strategies to resist unwanted behaviour

Key Stage 2:

- Recognise, discuss and understand the nature of bullying and the harm that can result from it
- Homophobic language in school

ORGANISATION

Anti-bullying education will be coordinated by the PSHE Coordinators

Delivery will be:

- As topics
- Addressed occasionally in assembly time
- Through pastoral time
- Through circle time
- Through PSHE activities
- Through small group work
- Whole school events / theme weeks

Active learning methods which involve children's full participation will be used.

Discussions with the Ethos Group will also take place on a regular basis with a view of exploring new initiatives e.g. a buddy system; peer counsellors

SPECIFIC ISSUES

The role of outside organisations and procedures for their involvement

Whenever possible representatives from outside organisations will be used to support and assist teachers in the development of classroom based work. They will be required to work within the school's moral framework outlined earlier. Every individual who has contact with the children will be DBS checked.

Confidentiality

Pupils will be made aware that some information cannot be held confidential and that their best interests will be maintained.

Disclosure or suspicion of possible abuse

Kenn Church of England Primary School has a Child Protection policy and procedure for dealing with child abuse based on the Local Authority guidelines and recommendations. This policy is available on request.

Complaints procedures

Any complaints or concerns about the anti-bullying procedures or programme should be made to the Headteacher in the first instance, in line with the Trust's Complaints Policy and Procedures.

Disciplinary procedures

The following steps will be taken when dealing with incidents:

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached through a restorative approach, the victim of the bullying will be given the opportunity to explain how they have been affected by the incidents.

- Reports will be taken seriously
- Steps will be taken to ensure the child feels safe and secure
- All children involved in the incident (child bullied, perpetrator/s and witnesses) will be interviewed
- Parents/carers will be informed
- Incidents and actions taken will be recorded in the school bullying record log and on the LA Bullying and Prejudice Related Incident form. They will also be logged on CPOMS
- Attempts will be made to resolve the situation quickly
- The completed form will be returned to the LA at:

reducingbullyinginschools@babcockinternational.co.uk

Incidents outside school

Section 89(5) of the Education and Inspections Act 2006 gives headteachers the power to regulate pupils' conduct (including bullying incidents) when they are not on school premises. Where bullying outside school is reported to school staff these incidents will be investigated and acted on. Parents/carers will be informed as will the police if the head teacher deems it appropriate.

Strategies to support a whole school approach

We encourage a 'whole-school approach' in which children and adults work together to create an environment where everybody gets a clear message that bullying is wrong and will not be tolerated, that bullying behaviour of all kinds must be challenged.

- All school staff, teaching and non-teaching, will be familiar with the Anti-Bullying Policy and procedures for dealing with reports of bullying
- School values will be at the heart of daily routine and will be referred to whenever appropriate
- Awareness raising posters are displayed in classrooms and corridors and on the Child Protection notice board.
- Appropriate leaflets and literature will be provided for the children.
- Children will be encouraged to understand their roles in preventing bullying, using, for example, drama; role-play and novels
- Children will be guided to understand the feelings of bullied children and to practise the skills they need to avoid bullying
- An annual survey will be undertaken linked to safeguarding

Monitoring procedures

Records will be kept of all reported bullying incidents by the Headteacher including details of the age and gender of the children involved, the nature of the incident and actions taken.

MONITORING AND REVIEW OF THE POLICY AND PROGRAMME

Possible success indicators which will indicate the effectiveness of the policy and programme will include:

- fewer reports of bullying
- more pupils reporting that they feel safe in school
- more pupils feeling that there is less bullying in school
- more staff responding to bullying behaviour
- positive feedback from parents/carers

Issues relating to bullying will be reported to Governors through the termly Leadership Report.

DISSEMINATION OF THE POLICY

All staff members and governors will receive a copy of this policy. Several copies are available for loan from the administrator's office on request. A short summary of this policy will be included in the school prospectus and the policy will be made available on the school website.

Use of reasonable force

All members of staff who may have to intervene physically with students must clearly understand the options and strategies open to them. This policy clarifies what is acceptable and what is not.

Corporal punishment is in no way authorised through the following policy. School policy and the law forbid a teacher to use any degree of physical contact which is deliberately intended to punish a student, or which is intended to cause pain or injury or humiliation.

All staff should be trained in their responsibilities in the use of reasonable force, including appropriateness for its use, the limits of its use, and the timely and accurate recording of incidents in accordance with this policy, and in line with statutory guidance effective 1 April 2026.

The Education Act 1997 clarified the position about the use of physical force by teachers, and others authorised by the Headteacher, to control or restrain pupils. The clarification was made by adding a section (Section 550A) to the Education Act 1996.

This new section came into force on 1 September 1998 and applies to all schools. It restates principles derived from common law and statute that have, in the past, been misunderstood. Where necessary reasonable force can be used to control or restrain pupils.

There are circumstances when it is appropriate for staff to have some physical contact with pupils which does not give rise to any question over the use of reasonable force and other restrictive interventions. This will depend on the circumstance, but examples of occasions when physical contact is generally appropriate include:

- To give first aid.
- To guide or escort pupils, such as holding the hand of a pupil at the front/back of the line when going to assembly, when walking together around the school or on a school trip, or when helping a pupil to a space they have chosen to access to self-regulate.
- To comfort a distressed pupil.
- To congratulate or praise a pupil, for example a pat on the back or a handshake.
- To demonstrate how to use a musical instrument.
- To demonstrate exercises or techniques during PE lessons or sports coaching.

In assessing whether physical contact is appropriate in a given situation, the member of staff should use their judgement and have regard to:

- The school's child protection (or any other relevant) policy.
- The applicable circumstances, such as whether there are other adults present.
- The individual pupil's age.

Staff should always avoid touching or holding a student in a way that might be considered indecent.

Requirements

Teachers and those authorised by the Headteacher, who have control or charge of students are allowed to use 'reasonable force' to prevent a child from doing the following:

- Committing a criminal offence (or what would be a criminal offence if they were old enough).
- Injuring themselves or others.
- Damaging property.
- Acting in a way that is counter to maintaining good order and discipline at school.

The policy is only applicable when an authorised person is on the school premises or has lawful control or charge of the pupil concerned on an authorised out of school activity.

REASONABLE FORCE:

Although there is no legal definition of reasonable force, the degree of force must:

- Be in proportion to the circumstances of the incident.
- Always be the minimum needed to achieve the desired result.
- Consider the individual

The degree and reasonability of force will depend upon circumstances. Physical force is not justified for:

- Trivial misdemeanours.
- A situation that can be resolved without force.

The school's Behaviour and Action Against Bullying Policy inc Anti-Bullying Strategy should always be used in the first instance to support both staff and students.

APPLICATION OF FORCE:

Physical intervention can involve:

- Coming between students.
- Blocking a student's path.
- Holding, pushing or pulling.
- Leading a student by the hand or arm.
- Shepherding a student away by placing a hand in the centre of the back.
- In extreme circumstances, using more restrictive holds.

On no account can a member of staff act in a way that might cause injury:

- Holding a student around the neck, by the collar or way that might restrict breathing.
- Slapping, punching or kicking a student.
- Tripping up a student.
- Holding or pulling by the hair or ear.
- Holding a student face down on the ground.

SELF DEFENCE:

All staff have the right to defend themselves against an attack provided they do not use a disproportionate degree of force to do so.

Minimising the need to use reasonable force

Staff should always try to deal with the situation using other agreed strategies to calm a situation before considering using force.

Although we recognise that preventative measures will not always work, there are numerous steps that will be taken in order to help reduce the likelihood of situations arising where the power to use force may need to be exercised. We endeavour to:

- Create a calm, orderly and supportive environment that minimises the risk of violence of any kind.
- Develop effective relationships between pupils and staff that are central to good order.
- Adopt a whole-school approach to developing social and emotional skills.
- Take a structured approach to staff development that helps staff to develop the skills of positive behaviour management; managing conflict and also support each other during and after an incident.
- Recognise that challenging behaviours are often foreseeable.
- Effectively manage individual incidents while understanding the importance of communicating calmly with the pupil, using non-threatening verbal body language and ensuring that the student can see a way out of a situation. For example, pupils should always be given an option of going to a quiet space with the staff member away from bystanders and other students, so that the staff member can listen to concerns; or being joined by a particular member of staff well known to the pupil.
- Wherever practical, warning a pupil that force may have to be used before using force.

Deciding whether to use reasonable force

Staff should only use force when the risk of not using force significantly outweighs those of using force. Then the judgement whether to use force and what force to use should always depend on the circumstances of each case. Students with SEN and/or disabilities should be handled according to information about the individual student concerned (see section on 'Staff Training').

Decisions on whether the precise circumstances of an incident justify the use of significant force must be reasonable. Typically, such decisions have to be made quickly, with little time for reflection. Nevertheless, staff need to make the clearest possible judgements about:

- The seriousness of the incident, assessed by the effect of the injury, damage or disorder which is likely to result if force is not used.
- The greater the potential for injury, damage or serious disorder, the more likely it is that using force may be justified.

- The chances of achieving the desired result by other means. The lower the probability of achieving the desired result by other means the more likely it is that using force can be justified.
- The relative risks associated with the physical intervention compared to the risks of using other strategies. The smaller the risks associated with physical intervention compared with other strategies, the more likely it is that using force can be justified.

Using reasonable force

Staff, as far as possible, should not use force unless or until another responsible adult is present to support, observe and call for assistance. Then staff should always only use the minimum amount of force to achieve the desired effect.

Before using reasonable force, staff should, wherever practical, tell the pupil to stop misbehaving and communicate in a calm measured manner throughout the incident. Staff should not give the impression of acting out of anger or frustration, or to punish a pupil, and should make it clear that physical contact or restraint will stop as soon as it ceases to be necessary.

Staff should always make every effort to avoid acting in a way that might reasonably be expected to cause injury. However, in the most extreme circumstances it may not always be possible to avoid injuring a pupil.

Staff Training

Staff training will occur in accordance with continuous professional development. The Special Educational Needs Co-ordinator (SENDCo) will also make handling plans available to staff where it is known that force is more likely to be necessary to restrain a particular pupil, such as a pupil whose SEN and/or disability is associated with extreme behaviour. Staff will be notified about procedures in place.

Some key members of pastoral staff will be trained and regularly updated in the use of positive handling. Usually, the staff are those most likely to find themselves in a situation (the Headteacher, SENDCo or experienced full-time member of staff) that may require the use of reasonable force and are therefore trained to do this correctly and in a lawful manner.

Seclusion

Seclusion - a non-disciplinary intervention involving keeping a pupil confined to a place away from others and prevented from leaving - should only be used as a safety measure to protect others from harm when a pupil is experiencing high levels of emotional or behavioural dysregulation. In such circumstances, the pupil is not acting with intent.

Seclusion should not be implemented by staff through threat of punishment. The place to which the pupil is confined should be safe and not feel threatening or intimidating to the pupil. The pupil should be supervised at all times during the period of seclusion. As soon as the immediate risk of harm has reduced, the pupil should be allowed to leave.

RECORDING INCIDENTS:

A detailed, written report of any occasion where force is used is required. This will help prevent misunderstanding and would be helpful should there be a complaint.

This procedure would not be applicable in a minor or trivial incident.

It is recommended that a School First Aider should make a report immediately after there has been a need for restraint to be used.

Immediately following an incident, the member of staff concerned should tell the Headteacher and provide a written report using the **Report of the Use of Reasonable Force, Seclusion or Non-Force Restraint Form** and should include:

- The name of the student or students involved.
- Date and time of the incident.
- Duration of the incident.
- Location of the incident.
- Names of witnesses, staff or students.
- How the incident began and progressed. Include details of student's behaviour, what was said, possible triggers, de-escalation strategies used, type of reasonable force used, degree of force and duration or details of seclusion or non-force restraint.
- Outcome.

- Details of any injuries or damage to property.
- Post Incident Support.
- Reflection and Learning.

All Incidents should be recorded on CPOMS under the category of Use of Reasonable Force attaching the Report of the Use of Reasonable Force, Seclusion or Non-Force Restraint form.

Staff may consider informing their professional association.

Parents will be informed of any such incident as soon as possible. This may require a phone call and should be followed up in writing, such as an email or online messaging system, on the same day.

Complaints from a parent could lead to an investigation either under the Trust's disciplinary procedures, by the Police or Social Services under child protection procedures. It is therefore vital that the policy is carefully followed and all incidents accurately recorded.

Searching a pupil

Searches will only be carried out by a member of staff who has been authorised to do so by the Headteacher, or by the Headteacher themselves.

Subject to the exception below, the authorised member of staff will be another member of staff present as a witness to the search.

When an authorised member of staff conducts a search without a witness, they will immediately report this to another member of staff and make sure a written record of the search is kept.

If the authorised member of staff considers a search to be necessary, but is not required urgently, they will seek the advice of the Headteacher, designated safeguarding lead or pastoral member of staff 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 if the pupil has agreed.

An appropriate location for the search will be found. Where possible, this will be away from other pupils.

The search will only take place on the school premises or where the member of staff has lawful control or charge of the pupil, for example on a school trip. 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 questions.
- Seek the pupil's co-operation.

The authorised member of staff will always seek the co-operation of the pupil before conducting a search. If the pupil is not willing to co-operate with the search, the member of staff will consider why this is. Reasons might include that they:

1. Are in possession of a prohibited item.
2. Do not understand the instruction.
3. Are unaware of what a search may involve.
4. Have had a previous distressing experience of being searched.

The member of staff will take all reasonable steps to reassure the pupil about items 2, 3 and 4. However, if a pupil continues to refuse to co-operate, the member of staff will assess whether it is appropriate to use reasonable force to conduct the search. A member of staff can use such force as is reasonable to search for legally prohibited items. Any decision to use reasonable force will be made on a case-by-case basis and will be a last resort, where the member of staff considers that conducting the search will prevent the pupil harming themselves or others, damaging property or from causing disorder. It should also be noted that

the use of reasonable force will differ depending on whether the member of staff is searching for possessions or the pupil themselves.

Alternatively, where the member of staff decides that the use of reasonable force is not appropriate but there is reasonable suspicion that the pupil will not co-operate with the search because they are in possession of a prohibited item that they do not want to be confiscated, the school will reserve the right to sanction the pupil at the Headteacher's discretion in line with the school's Behaviour Policy inc Anti-Bullying Strategy, and Exclusion Policy as if a prohibited item had been found and confiscated.

The authorised member of staff may use a metal detector to assist with the search.

Informing parents/carers

Parents/carers will always be informed of any search for a prohibited item. A member of staff will tell the parents/carers 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, the school 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 whether pastoral support, an early help intervention or a referral to an external agency is required.

A Guide for Staff

At Kenn Church of England Primary School we aim;

- To provide a safe and secure environment within which bullying has no place.
- To ensure that any incidents that do take place are dealt with promptly and effectively.

THE SCHOOL WILL USE THE FOLLOWING STRATEGIES:-

- Picked on Guidelines - see attached
- 1:1 Mentoring
- Circle Time
- PSHE units of work

AWARENESS

Staff may see signs that can indicate that a child is being bullied. These could include:

- | | |
|---|---------------------------------------|
| • Withdrawal | • Increased absenteeism/arriving late |
| • Aggressive behaviour | • Missing possessions |
| • Schoolwork problems | • Stealing |
| • Tiredness | • Low self-esteem |
| • Injuries | • A desire to seek adult company |
| • Becoming unusually difficult or argumentative | • Relationship difficulties |

IF YOU BELIEVE A CHILD IS BEING BULLIED OR IS BULLYING OTHERS:

- Inform the Headteacher
- Discover the details, working sensitively with each child
- Take the necessary agreed action

ACTION

FIRST STEPS

Remain calm. You are in charge by staying in control. Reacting aggressively or punitively gives the message that it's acceptable to bully if you have the power. Reacting emotionally may add to the bully's sense of control.

- Take the incident or report seriously.

- Think about whether your action needs to be public or private.
- Reassure the victim. Avoid making them feel inadequate or foolish.
- Offer concrete help, advice and support to the victim by referring to the school's own strategies.
- Inform duty teacher or if during class time, Headteacher

NEXT STEPS

Encourage the bully to see the victim's point of view, and ask if s/he has any constructive ideas. It is advisable to allow the bully time to explore the reasons for their behaviour and support them as necessary.

- Use appropriate sanctions (as listed in the School Behaviour Policy).
- Explain clearly the sanctions and why they are being applied.
- Inform the appropriate colleagues of what you are doing (if the incident arose where others should be vigilant).
- Inform parents

FINAL STEPS FOR THE SCHOOLS

Allow everyone to make a fresh start.

Make sure the incident does not live on through reminders.

Try to think ahead to prevent a recurrence.

REMEMBER

Encourage the victim to help him/herself.

Separate the behaviour/act from the child.

Consider factors that may be influencing the bully's behaviour

DEALING WITH BULLYING: LISTENING TO CHILDREN

In dealing with bullying there are three main aims:

1. **stop** the bullying behaviour
2. **change** pupil attitudes and behaviour for the future
3. **promote positive peer** relationships

ACCEPTING REPORTS OF BULLYING FROM CHILDREN

- LISTEN to what is being said, without displaying shock or disbelief. Be patient. Wait during any silences. Prompt gently.
- ACCEPT what is said ("believe" is too strong) - keep an open mind if you can.
- AVOID being judgmental.
- MAKE NOTES of the main details after listening to the child.
- REASSURE the child that s/he was right to tell you. You may need to pass this information to a colleague so do not promise confidentiality.
- REASSURE the pupil that it is not his/her fault that s/he is being bullied and that it is vital that the situation is sorted out.
- REMEMBER that the person the child is talking about may be an adult.
At this point you may need to inform the Headteacher.

TALKING AND LISTENING WITH THE BULLY

Use the same strategies as above.

FINALLY

In the rare instances where you discover details which are distressing you may need some support for yourself; if so, ask for it from the Headteacher.

Appendix 2

Action Against Bullying

A Guide for Parents and Carers

At Kenn Church of England Primary School we aim to;

Provide a safe and secure environment within which bullying has no place.

Ensure that incidents are dealt with promptly and effectively.

BULLYING is;

The persistent, willful, conscious desire to hurt, threaten or frighten someone.

It can be physical, verbal or emotional, involving physical injury, threats and intimidation, teasing and name-calling.

AWARENESS

Parents often see signs that can indicate a child is being bullied: e.g.

- | | |
|---|---------------------------------------|
| • becoming withdrawn or moody | • increased absenteeism/arriving late |
| • bed-wetting | • missing possessions |
| • aggressive behaviour | • stealing |
| • schoolwork problems | • a decrease in self-esteem |
| • tiredness | • fear of going to school |
| • unexplained injuries | • a change in friendship patterns |
| • becoming unusually difficult or argumentative | |

IF YOU BELIEVE YOUR CHILD IS BEING BULLIED OR IS BULLYING OTHERS: CONTACT THE SCHOOL IMMEDIATELY, SO THAT A JOINT PLAN OF ACTION CAN BE STARTED QUICKLY

- Understand that your child may find it difficult to talk about what is worrying him or her. Accept that they may prefer to talk to someone else.
- If s/he does talk, listen to him/her and take the situation seriously.
- Let him/her know that you will work with the school to do whatever is necessary to stop the bullying.
- Be aware that your own reactions may get in the way of what is best for him/her - act carefully and with advice where necessary.

In dealing with bullying there are three main aims;

- **stop** the bullying behaviour
- **change** pupil attitudes and behaviour for the future
- **promote positive peer** relationships

Listening to children - some hints;

- Listen to what is being said, without displaying shock or disbelief.
- Be patient-wait during any silences; prompt gently-"And?"
- Accept what is being said
- Avoid being judgmental
- Jot down brief notes of the details
- Reassure your child that s/he was right to tell you
- Reassure him/her that it is not his/her fault and that it is vital that the situation is sorted out
- Try to encourage your child to offer his/her own solutions to help him/herself- this will help them to maintain a positive self-image

Finally, you may discover details which are distressing and upsetting. You might need some support for yourself so ask for it by speaking to a friend or from your GP or health visitor.

Action Against Bullying

A Guide for Children

We want Kenn Church of England Primary School to be a safe and happy school where there is no bullying.

If there is a problem we want it sorted out very quickly.

BULLYING is;

when someone picks on you again and again, on purpose. They might hurt, scare or upset you, by teasing you or calling you names.

The Ethos Group will report to their link adult, if they have repeated sessions with one pupil, or a group of pupils.

Important

IF YOU ARE BEING BULLIED TELL SOMEONE!

- don't be afraid to say
- tell a member of the Ethos Group; they will help you tell a grown up
- tell a grown up you trust – it could be anyone who works or helps in school
- don't rush and try to tell them everything
- the person you tell will listen to you
- they will tell you what they are going to do about it
- if the bullying continues – tell again
- **you do not have to put up with bullying**



Equality Duty

Kenn Church of England Primary School fully recognises its duty to comply with equality and diversity legislation, and its Equality Duty sets out the schools' aims in relation to equality and what it will do to ensure that equality is fully embedded in practice. The school fully acknowledges their responsibilities in terms of equality issues in relation to gender, age, race, disability, religion or belief, sexual orientation and gender reassignment.

Kenn Church of England Primary School is firmly committed to equality and diversity, and when carrying out our functions, we shall have due regard to the need to eliminate unlawful discrimination and harassment and to promote equality of opportunity.

At Kenn Church of England Primary School, we are committed to offering an inclusive curriculum to ensure the best possible progress for all of our pupils whatever their needs or abilities. Pupils have Special Educational Needs if they have a learning difficulty which calls for special educational provision to be made for them. Pupils with a disability have special educational needs if they have any difficulty in accessing education and if they need any special educational provision to be made for them, which is anything that is additional to or different from what is normally available in schools in the area.

In our school, we undertake the duties, including in relation to this policy:

- Not to treat disabled pupils less favourably for a reason which relates to their disability
- To take reasonable steps to avoid putting disabled pupils at a substantial disadvantage
- To do our best by all disabled members of our school community

Other related policies:

- Complaints
- Child Protection and Safeguarding
- Exclusions

POLICY REVIEW AND AMENDMENT LOG

Date	Reviewer	Change	Approved by Governors	Next Review Date
2018	T&L Committee			Summer 2020
January 2021	Joe Baxter	Amalgamate Behaviour and Anti-Bullying Policies into one document	26.01.2021	Spring 2023
January 2022	Joe Baxter and Lorraine Curry	Addition of rewards systems and ready to learn chart Separate policy for Kenn Primary School – no longer a federation policy.	11.3.2022 (Portal)	Spring 2024
May 2023	Joe Baxter	No changes at this time		September 24

September 2024	Joe Baxter	Update of school vision and values. Update of new values celebration cards. New logo.		
June 25	Lorraine Curry	Various changes throughout the policy. Added a more detailed section linked specifically to pupils with SEND.	1 st July 25	July 26
March 2026	HT	Updated wef 1 April 2026 to reflect the changes in statutory requirements for use of reasonable force	March 2026	June 2026
June 2026	HT	Reviewed – terminology updated in line with leadership structure from 1 May 2026	June 26	June 27