



**BRITISH SCHOOL**  
MUSCAT

# **Promoting Positive Relationships & Behaviour Policy**

## **Primary School**

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## 1. Introduction

Good behaviour is a necessary condition for effective teaching and learning to take place. It comprises meaningful praise and rewards; sound relationships between staff and students and stimulating and effective teaching and learning opportunities. To be effective, it requires the consistent application of sanctions when a student does not meet the behaviour expectations of the school.

Our policy has been written in consultation with students, staff and parents. British School Muscat seeks to develop confident, reflective students, to promote self-esteem and to establish a positive ethos which is conducive to learning and in which the individual student feels valued, respected and can thrive.

The school's expectations of good behaviour will be modelled, reiterated, and reinforced by students, parents, governors and staff. This can be found in our Home School Agreement (appendix 18). By attending BSM, all parties agree to uphold the expectations within the Home School Agreement

## 2. Choice

At BSM, we encourage students to take personal responsibility for their behaviour and support them in managing and understanding their choices. We encourage empathy and that they think of others and the wider world. We offer them lots of opportunities to collaborate together in order to encourage tolerance, acceptance of others' opinions and a sense of community and belonging. We never humiliate or shame a student. We encourage students to make positive choices and to reflect and make amends when they have failed to do so. This supports William Glasser's Choice Theory.

### ***The universal system for empowering individuals and improving relationships.***

*Choice Theory® is based on the simple premise that every individual only has the power to control themselves and has limited power to control others. Applying Choice Theory allows one to take responsibility for one's own life and at the same time, withdraw from attempting to direct other people's decisions and lives. Individuals are empowered to take responsibility for their choices and support others in taking ownership of their choices. Negative behaviours reduce in frequency and intensity, relationships strengthen and satisfaction in life increases."*

See APPENDIX 1 - HOW WE MEET THE NEEDS OF CHILDREN AT BSM.

### **Language to support Choice:**

- Good choice
- Wrong choice
- Consequences of your choices

### **Strategies to support Choice:**

Restorative Conversations (example, adapt and use your own words)

- What happened?

- How did it make you feel/What did you need/want?
- Who has been affected by what you have chosen to do?
- What has been the hardest thing for you?
- What do you think needs to be done to make it right?
- What have you learnt and what will you do differently next time?

See APPENDIX 2 - Carrying out a Restorative Conversation & APPENDIX 3 - Restorative Conversation Flashcards for further guidance.

### 3. Expectations

The expectation for all students and adults is that they:

- BE Safe
- BE Ready
- BE Respectful

This supports and underpins our schools' Learning Ethos. Each year group agrees and displays their own definitions of the 3 BEs. These are shared with parents at the beginning of the year. See APPENDIX 4 - EYFS Expected Behaviour Agreement & APPENDIX 5 - Y2-6 Expected Behaviour Agreement

In addition, a one-page policy appears in each class and is shared with parents outlining expectations, stepped responses to negative behaviour and how students that go “over and beyond” are rewarded. APPENDIX 6 - BSM BEHAVIOUR ROAD MAP EYFS & APPENDIX 7 - BSM BEHAVIOUR ROAD MAP Y1-6

### 4. Rights and Responsibilities

Any approach to promoting positive relationships and behaviour must ensure all members of the school community are aware of their rights and responsibilities and actively uphold these.

#### Students

All students have the right to:

- Discuss and learn in a purposeful and supportive setting.
- Work and play in a safe and secure environment.
- Receive equal, consistent and fair treatment without prejudice.
- Respectfully be able to express their feelings and opinions.
- Interact with others in a positive atmosphere without fear of harassment, ridicule or bullying.

All students have the responsibility to:

- BE Safe
- BE Ready
- BE Respectful
- Set a good example to other students.
- Take responsibility for their actions and behaviour.

- Make amends for negative behaviour.
- Abide by the Home School Agreement (Appendix 18)
- Adhere to school rules
- Be loyal to the school by maintaining high standards of behaviour and uniform in public.

## Staff

All staff have the right to:

- Work in a safe and secure environment.
- Receive support and additional guidance from Year Leaders, the Pastoral Team and members of the Senior Leadership Team.
- Teach in a purposeful and non-disruptive environment.
- Receive the cooperation and support of parents.
- Be treated in a respectful manner.

All staff have the responsibility to:

- Be familiar with and consistently apply the Promoting Positive Relationships and Behaviour Policy.
- Clearly communicate the school's expectations to students.
- Record behaviour incidents and pastoral concerns and where necessary, seek additional support from Year Leaders and the Pastoral Team to support students behaviour and emotional needs.
- Be a good role model to all students and lead by example.
- Build safe, respectful and secure relationships with the students in their care.
- Keep parents informed of their child's behaviour and if the school has any concerns, to make parents aware.
- Work with parents to support student behaviour.
- Encourage students to take responsibility for their behaviour and to make amends.
- Recognise the individual needs of students and if required, try different strategies to support these needs.
- Actively promote and reward positive behaviour that is "over and beyond" the set expectations.
- If a Year Leader, to have an overview of the behavioural and emotional needs in their year group and to support their team in this.
- If in the Pastoral Team, to track and monitor the behavioural and emotional needs of all students and to support staff by offering guidance, support and strategies.

## Parents

All parents have the right to:

- Be treated in a respectful manner.
- Be kept informed of any repeated or significant behavioural incidents involving their child.
- Be kept informed of any ongoing pastoral or emotional needs involving their child.
- Be supported by the school in addressing any behavioural or emotional needs.
- Expect perceived incidents of bullying or racism to be investigated and dealt with.
- Be able to communicate concerns with the school. This should be the class teacher in the first instance.

All parents have the responsibility to:

- Abide by the Home School Agreement (Appendix 18)
- Support the school in its expectations of good student behaviour and agreeing to our sanctions.
- Maintain regular communication with the school including providing absence notes, attending parents' meetings and keeping appointments made;
- Support the school in implementing all other aspects of school policy including our assessment and discipline procedures;
- Use the appropriate lines of communication to share information or express a concern about their child;
- Send their child to school on time, every day, in uniform, with their homework completed and with all the necessary equipment.
- Be a good role model and lead by example.
- Communicate respectfully with all staff, parents and students.
- Work in conjunction with the school to support the behavioural and emotional needs of their child.

## Governors

All governors have the right to:

- Be informed of any bullying or racist incidents on a termly basis.
- Be informed and consulted in the instance of a permanent exclusion.

All governors have the responsibility to:

- Refer any concerns or matters relating to student behaviour to the relevant class teacher/year leader/member of the senior leadership team or Principal.
- Support staff in their decisions.
- Be supportive of the school and staff when speaking to others.
- Make themselves aware of the school's Promoting Positive Relationships and Behaviour Policy.
- Support the expectations outlined in this policy along with the terms and conditions and support the school and its regulations;
- Undertake their duties outlined in the Exclusion guidance (APPENDIX 17) if required;

## 5. Rewards

At BSM we have a range of effective rewards, which celebrate individual, group and class achievements. Rewards are aimed at recognising academic achievement, effort, and good citizenship. This supports the culture of HPL.

See APPENDIX 8 - REWARDS

## 6. Sanctions

The sanctions used at BSM are based on the following principles:

- Sanctions must be appropriate to the age of the student.



- We condemn the behaviour, never the student.
- If a sanction is being repeatedly used and is proving to be ineffective, the response to that student needs to be reviewed and a Behaviour Protocol and Pastoral Action Record created.
- Students are responsible for their behaviour and actions and are encouraged and guided in making amends and more positive choices in the future. APPENDIX 2 - Carrying out a Restorative Conversation & APPENDIX 3 - Restorative Conversation Flashcards

Staff refer to APPENDIX 9 - BSM PRIMARY BEHAVIOUR LEVELS for guidance on appropriate responses, consequences and communication with parents.

There are 4 behaviour levels:

GREEN	Minor low level inappropriate behaviour
GREEN ++	Repeated low level GREEN behaviour OR inappropriate behaviour
AMBER	Significant inappropriate behaviour or bullying
RED	Racist and Religious Incidents, or extreme behaviour

Stepped response to negative behaviour are communicated to students, staff and parents in APPENDIX 6 - BSM BEHAVIOUR ROAD MAP EYFS & APPENDIX 7 - BSM BEHAVIOUR ROAD MAP Y1-6

## 7. Recording Behaviour Concerns and Incidents

This is done through CPOMS. See APPENDIX 10 - Pastoral Protocols and APPENDIX 11 - Pastoral Flowchart

### Types of CPOMS entries:

1. Behaviour Incident - one off entry for a specific incident. Recorded by the member of staff who is initially involved or observes behaviour. Staff subsequently involved, record follow up as appropriate.

Behaviour Incidents have 5 sub headings to choose from:

- Primary Behaviour Green (see behaviour levels description)
- Primary Behaviour Amber (see behaviour levels description)
- Primary Behaviour Red (see behaviour levels description)

2. Pastoral Concern - ongoing record from multiple sources. Initially recorded by the member of staff who has observed a pattern of negative behaviour or has an ongoing behaviour concern. May list multiple types of ongoing negative or concerning behaviour. All staff can add to this including the strategies they are applying to tackle negative behaviour.

3. Pastoral Action Record - behaviour intervention involving the student, parents, class teacher and a member of the Pastoral Team. This outlines key concerns, strategies and consequences of ongoing negative behaviour both at home and at school. May include a Behaviour Protocol. Reviewed regularly, 6-9 weeks.

#### **How to fill in an CPOMS entry:**

- Behaviour incidents should be linked to ALL students involved whether they are the perceived perpetrator or not.
- If an action follows on from an initial incident please record it as an action, for example a follow-up conversation with a pupil or parent.
- Initial and date any follow up comments.
- Entries should be factual and avoid judgements or opinions i.e. they “? didn’t seem sorry”, “? is manipulative”, “That’s typical of children from...(insert country)”
- Be clear on the consequences for behaviour, any contact with parents and add any relevant follow up information.

## **8. Bullying**

British School Muscat has a zero tolerance approach towards bullying and racism. Any bullying behaviours that come from students, staff or families towards members of the BSM school community will not be tolerated. We are committed to establishing a bully and racist free school and all members of the school community, staff, visitors and parents have a responsibility to provide positive role models for our students.

#### **Our approach to anti-bullying aims to:**

- Promote respect and tolerance for each other;
- Provide a secure, stimulating, positive and mutually respectful and inclusive environment for learning;
- Clarify for students through PSHE, across the curriculum and in assemblies what bullying is and that it is always unacceptable;
- Explain to staff, students and the whole school community the impact of bullying on individuals and the school as a whole;
- To have in place an anti-bullying support system that all staff and students understand and to apply the system consistently.

#### **Our School:**

- Will be explicit about our values and expectations;
- Will discuss, monitor and review our positive behaviour policy;
- Will support staff to promote positive behaviour and identify and tackle bullying appropriately;

- Will ensure that students are aware that all bullying concerns will be dealt with promptly, sensitively and effectively;
- Will ensure that students feel safe to learn and that students abide by the Positive Behaviour policy;
- Will report back to parents regarding their concerns on bullying and will deal promptly with complaints. Parents in turn will work with the school to uphold the Positive Behaviour Policy.

### Definition of Bullying

Guidance from [www.gov.uk](http://www.gov.uk)

There is no legal definition of bullying. However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms (See Appendix 12).

It is important that the BSM community is aware that any cyberbullying will be dealt with as seriously as face-to-face bullying, regardless of whether the bullying is physically perpetrated on the school site. DfE guidance on cyberbullying states: "Schools should also make clear that it is not acceptable for pupils, parents or colleagues to denigrate and bully (any member of the school community) via social media in the same way that it is unacceptable to do so face to face."

"Bullying is a form of emotional abuse and can be described as deliberately hurtful behaviour, repeated over a period of time." (OFSTED guidance)

### Preventing and responding to Bullying, both face to face and cyberbullying

At BSM, we believe that all our students, staff and families have the right to learn, work and visit BSM in a secure, caring and friendly environment. Bullying can spoil lessons and stop learning. Everyone should be able to contribute to lessons and to the life of the school without intimidation.

The school aim is to prevent bullying and create an atmosphere where all students, staff and members of the BSM community feel safe. A school philosophy will be built through the curriculum, extra-curricular activities, assemblies, INSET and staff meetings. Negative or devaluing behaviour will not be tolerated and will be dealt with appropriately and promptly.

All incidents will be treated seriously and may ultimately lead to exclusion.

### Positive steps towards prevention

We will:

- Train all staff and students to identify all bullying behaviours and follow school policy and

procedures related to bullying.

- Expect all parents to uphold the values of BSM and behave as role models to their children, by demonstrating positive behaviour towards all other members of the BSM community.
- Consider all opportunities for addressing bullying including through the curriculum, assemblies and through student leaders;
- Encourage positive behaviour;
- A Worry Box will be available in the Health Centre where students can, anonymously, post notes regarding bullying issues;
- A box of feelings is available in each classroom where children can share concerns with class teachers
- Supervised break duties and regular patrolling by the Leadership Team and duty staff of areas where bullying can occur at specific times, i.e. playground, corridors, classrooms, toilets.

### **Developing a common school approach**

- All staff, students and members of the BSM community have a responsibility to play a part in preventing and eliminating bullying within the school community;
- The referral process should be through the pastoral system (i.e. behaviour policy);
- The safety of the victim is vital; they must feel safe and know that the school is a safe place. Their safety must be monitored after the incident;
- Every incident is serious to the victim and, as such, their anxiety must not be belittled;
- Before any action is taken, it will be discussed with the victim;
- The bully must be dealt with too and it should be done constructively;
- Staff and parents are role models and should not bully;
- Ensure everyone is aware of the consequences and that parents of both the bully and the victim will be contacted.

### **Encouragement to tell**

We actively encourage anyone who is being bullied, or others who know about it, to feel that they will be listened to, and that action will be swiftly taken which is sensitive to their needs.

Disclosure (telling an adult/peer) can be direct and open or indirect and anonymous. A Worry box is available for indirect/anonymous disclosure in the Health Centre. There is also the Wellbeing Button on the Parent and Student Portal. Everyone must realise that not telling someone means that the bullying is likely to continue.

### **Roles**

#### **Staff**

We expect staff to:

- Provide students with a framework of behaviour including class rules which supports positive behaviour;

- Emphasise and behave in a respectful and caring manner to students, other staff and members of the school community, to set a good tone and help create a positive atmosphere;
- Provide students with a good role model;
- Raise awareness of bullying through stories, role-play, discussion, peer support, student leaders, PSHE;
- Through the Principal, keep the Governing Body well informed regarding issues concerning behaviour management;
- Work with the Senior Leadership Team so that the positive behaviour policy can be properly enforced and monitored;
- Regularly canvas views on the extent and nature of bullying;
- Ensure students know how to express worries and anxieties about bullying;
- Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying;
- Involve students in anti-bullying campaigns in schools e.g. during an Anti-Bullying Week;
- Offer support to students who have been bullied;
- Work with students who have been bullying in order to address the problems they have;
- Consistently apply the anti-bullying procedures;

## Students

- Report all incidents of bullying (whether they are bullied or they know of a bullying situation);
- Treat all people as you would like to be treated;
- Be firm – know that the school will support you;
- Put all incidents of negative and devaluing behaviour in writing – provide witnesses if possible.

If you witness a bullying situation and do not report it, you are condoning the behaviour and supporting the bully. This is known as being a Bystander and will be treated severely too.

## All parents

- If you have worries about your son/daughter being bullied, please contact his/her Class Teacher and the Year Leader.
- If you know of any incident of bullying, please contact your child's Class Teacher who will report it to the Year Leader
- Any concerns that parents may have must be referred to a member of staff.

Be aware of signs that your child is being bullied:

- Has their behaviour changed recently?
- Is their relationship with brothers/sisters any different?
- Are they quieter/more boisterous than normal?
- Do they avoid going to school?
- Are they often late in the morning?

Parents must also promote positive behaviour by being a role model to their children at all times.

### **Communication with Governors**

- Any Anti-Bullying issues which have implications for child protection will be reported to Governors in line with the procedures set out in the school's Safeguarding and Child Protection Policy.
- Any Anti-Bullying issues which lead to fixed term or permanent exclusions will be reported to Governors in the Principal's termly report.
- Any bullying trends which are causing concern to the school will be reported to the Governors in the Principal's termly report.

### **Dealing with an incident**

Bullying incidents discovered at BSM will be taken seriously, dealt with promptly and support will be provided for the victim and bully.

BSM will support all involved by:

- Talking through the incident with the victim and bully;
- Helping the victim and bully to express their feelings;
- Discussing strategies for making amends.

Parents (of both the victim and bully) will be informed of what has happened, and the action taken.

A record will be made of these discussions and, if necessary, witness statements will be obtained. Incidents clearly identified as bullying must be reported to the Class teacher or Year Leader and all incidents and follow up action will be recorded and logged by completing a Bullying Incident Report form (Appendix 13).

### **Prevention and Intervention**

Bystanders can take positive actions to prevent bullying and to address it while it is happening or after it occurs. Parents, teachers, and other caring adults can recommend safe ways that bystanders can prevent, intervene, or address bullying.

Prevention steps include:

- Being inclusive by welcoming others to join their activities and groups
- Being a role model for pro-social behaviour by showing kindness, respect, and empathy for others.
- Walking or sitting with or near vulnerable kids who may be targets of bullying.
- Getting involved with bullying prevention efforts at school or in the community

Bystander interventions during a bullying incident may include:

- Defending the target of the bullying
- Intervening as a group
- Changing the subject
- Questioning the bullying behaviour
- Using humour to lighten up a serious situation
- Openly stating an objection to bullying
- Stating approval of the victim and validating his or her social status

Bystanders can address bullying after it happens by:

- Reaching out privately to the target of the bullying to express support or concern.
- Reporting the bullying to a trusted adult, parent, teacher, or member of the school community.
- Reaching out privately to the person doing the bullying to express concern, if they feels safe to do so

## 9. Racism

### Definition of Racism

**Racist:** A person who shows or feels discrimination or prejudice against people of other races, or who believes that a particular race is superior to another.

**Racist Incident:** Any incident which is perceived by the victim or any other person to be motivated by hostility or prejudice based on a person's race or perceived race.

### Definition of Religious Incident

**Religious incident:** Any incident which is perceived by the victim or any other person to be motivated by hostility or prejudice based on a person's religion or perceived religion.

### Actions following a perceived incident:

**Deliberate harm and bullying:** If behaviour involves deliberate harm to another student or is perceived as being bullying behaviour, this is referred to and fully investigated by a member of the Pastoral Team. In the case of a bullying concern, a Bullying Incident Form (APPENDIX 13) should be filled in by the adult observing the behaviour.

**Racist or negative religious behaviour:** Behaviour perceived as racist or as being negative about another person's religion is referred to and fully investigated by the Head of School. A Religious/Racist Incident Form (APPENDIX 14 ) should be filled in by the adult observing the behaviour and given to the Head of School within 24 hours of the reported incident.

The conclusions of any perceived instances of bullying, racism or negative religious behaviour must be reported to the Head of School, Principal and School Governors. Parents will also be informed whether the concern is confirmed or not.

## 9. Transition

At the end of each academic year, class teachers hold transition meetings where they discuss individual student progress, attainment and pastoral information. Any significant issues relating to behaviour will be shared at this time and copies of all relevant records, including the outcomes of meetings with parents will be forwarded on to the next teacher. Specialist teachers liaise directly with class teachers to pass on information relating to student behaviour in their subjects. Where there has been an ongoing transition concern relating to behaviour, a Transition Concern Form should have been filled in and the Head of School made aware. When the transition is between the Primary and the Senior School, the KS3 Leader should be informed of any known transition concerns well in advance. The Pastoral Team monitors students with any significant behaviour or pastoral needs during the process of transition and at the start of the academic year. Refer to current Transition Concern guidance. As per the school admission policy, as a student progresses throughout the school it may become apparent that BSM is not able to provide the most appropriate educational setting that is in the best interests of the student. In this rare event, parents will be thoroughly consulted; however the final decision rests with the school.

## 10. Guidance on the use of Reasonable Force

Please see Appendix 15.

## 11. Exclusions

Please see Appendix 17



## APPENDIX 1: Meeting the needs\_of children at BSM

William Glasser's Choice Theory states that all human behaviour is based on 5 human needs. Needs are not hierarchical like Maslow's.

- ❖ The need to survive
- ❖ The need to feel love and belonging
- ❖ The need for power and influence
- ❖ The need to be free and make choices
- ❖ The need to play, feel joy and have fun

Meeting children's need to survive at BSM:

- Focus on supporting wellbeing: Peaceful Time, Mindfulness etc.
- School Counsellor
- School Nurse
- Medical Protocols
- Pastoral Team
- Feeling safe from shame and humiliation in their environment
- Food and plenty of water to support learning
- A good night's sleep
- Exercise
- A comfortable environment
- Feeling clean
- Healthy teeth
- Box of Feelings
- Kindness Week
- E - Safety
- Health promotions
- Sun hats
- Approachable and friendly staff

Meeting children's need to feel love and belonging at BSM:

- Greet children individually
- Know your students' personalities
- Smile
- Notice changes in children
- Listen, empathise and encourage
- Model forgiveness and tolerance
- An attractive and welcoming learning space
- Children know how to seek help
- Engage children in common goals and tasks
- Help students to work collaboratively
- "Acceptance warmth and kindness" (The Book You Wish Your Parents Had Read)
- Friendships

- Friendship Bench
- Buddies
- Star of the week
- Celebrating their work and the work of others
- House system
- PSHE curriculum: "Us and the World"
- School uniform
- Knowing children's names
- Having your own peg/tray
- Class mascot
- Learning Ethos
- Class Rewards - working towards a common goal

Meeting the children's need for power and influence at BSM :

- Allow them to generate questions that guide the direction of learning
- Discovery Learning
- Help them take responsibility for the choices they have made
- Restorative Conversations
- Handling Conflict tool
- Friendship Warriors
- Seeking feedback
- Involving children in setting their own goals
- Involve children in agreeing ways of behaving
- Student Leadership and opportunities for responsibilities i.e. Sports Leaders and Friendship Warriors
- Avoid power struggles
- Involvement in setting Class Reward and Behaviour Agreement

Meeting the children's need to be free and make choices at BSM

- Independent and self directing students
- Accommodate different ways of learning where possible
- To have free access to water
- Self expression
- Right to your own opinions
- Respecting the opinions of others
- Privacy
- Choice of friendships
- Freedom to move
- To be treated equally and fairly
- Having the option to work independently or in a quiet space

Meeting the children's need to play, feel joy and have fun at BSM:

- Find out what students are interested in
- Provide children opportunities to play and explore
- Provide opportunities for children to be creative
- Humour
- Excitement and surprises
- Hook Days
- Relaxed atmosphere
- Fun for the sake of having fun
- Encouraging curiosity
- Encouraging a joy of learning and discovery
- Continuous provision and provocations

## APPENDIX 2: Carrying out a Restorative Conversation - PROMPT



### 1) What happened?

Non-judgemental, models empathy and respect.

Objective

is for a child to feel understood and heard. Listen (use facial gestures and body language, and small words eg. 'yes', 'okay', 'I see', 'um'... to demonstrate active listening)

- Ask questions to clarify if necessary
- Check if you understand properly (do you mean...?)
- If they use this as an opportunity to justify themselves, let them. The objective at this stage is for the child to feel heard and understood, not corrected.
- If what the child is saying isn't an accurate reflection of the truth ask inquisitive questions and check understanding: 'are you saying that this happened?'

### 2) How did it make you feel?

Help them to name the feelings they were experiencing. There are no "wrong" or "bad" feelings.

This will support the child in linking the choices they make to the emotions they feel. In turn, this will help them to better understand that these same feelings can be managed differently in the future. A feelings poster or feelings flashcards may be helpful at this point.

- Suggest feelings if necessary.
- Respond with empathetic body language and facial expressions.
- Repeat back what you have understood i.e "You were angry that ? was at the front of the line so you pinched him"

### 3) What did you need/want?

Help to explore the need/wants that were driving their feelings. Examples: someone to play with, fairness, help, freedom, choice, to be listened to, quiet, sleep, food, water, more to do or to feel safe.

### 4) Who has been affected by what you have chosen to do?

The objective is that they identify the consequences of their choices and the impact it has had on others. This encourages the child to have empathy and to take accountability.

- Listen
- Ask questions Check understanding
- If the child is resisting acknowledging the impact of their choices, support them by telling them what you noticed. i.e. "When you pinched ? I noticed that ? cried and became sad."
- You could also follow up with, "Who else was affected by this behaviour?". This question is about understanding how the behaviour affects people not directly involved with the incident, for example the rest of the class, the teaching staff, the rest of the school.

**5) What has been/will be the hardest thing for you?**

This helps the child to identify what they have found difficult i.e. that their parents will be cross with them when they find out; that they don't feel they have any friends; that they feel embarrassed etc.

**6) What do you think needs to be done to make it right?**

The child is given responsibility to make amends. This might include apologising to the class, writing an apology letter, replacing broken equipment, cleaning up any mess that has been made, helping another child with a task etc.



**7) Or What have you learnt and what will you do differently next time? Which choices would you make if you were in this situation again?**

































An opportunity to respond to the feelings they identified and plan to manage these in a more controlled and positive way. Summarise and reinforce what the child has planned to do next time.

## APPENDIX 3: Restorative Conversation Flashcards

You may want to print and make these into flashcards to have with you around school.

Restorative Conversation	
<p><b>Practice Active Listening:</b></p> <ul style="list-style-type: none"> <li>- Face the speaker</li> <li>- Make eye contact</li> <li>- Put distractions aside</li> <li>- Be aware of your body language</li> <li>- Facial expressions match the message</li> <li>- Paraphrase periodically</li> <li>- Avoid interrupting</li> </ul>	<ul style="list-style-type: none"> <li>- What happened?</li> <li>- How did it make you feel/What did you need/want?</li> <li>- Who has been affected by what you have chosen to do?</li> <li>- What has been the hardest thing for you?</li> <li>- What do you think needs to be done to make it right?</li> <li>- What have you learnt and what will you do differently next time?</li> </ul>


Feelings


 bored / impatient	 silly / giddy	 angry	 frustrated	 sad	 confused	 troubled / a lot on my mind	 embarrassed
 guilty	 tired	 anxious	 stressed	 jealous	 hungry	 scared	 other
 interested	 hopeful	 confident	 empowered	 proud	 safe	 excited / enthusiastic	 energetic / eager
 grateful	 touched	 happy	 calm	 comfortable	 relaxed / rested	 relieved	 satisfied

## APPENDIX 4: EYFS Expected Behaviour Agreement - TEMPLATE

Be Safe	Be Ready	Be Respectful
<ul style="list-style-type: none"> <li>● We are gentle</li> <li>● We look after ourselves</li> <li>● We look after the world around us</li> <li>● We use Walking Feet</li> </ul>	<ul style="list-style-type: none"> <li>● We are looking and listening</li> <li>● We are thinking and curious</li> <li>● We enjoy speaking about our learning</li> </ul>	<ul style="list-style-type: none"> <li>● We use kind words, and hands</li> <li>● We tell the truth</li> <li>● We share and take turns</li> <li>● We tidy up what we have used</li> </ul>
<p><b>Class Signatures:</b></p>		

<p><b>Over and Beyond</b></p> <ul style="list-style-type: none"> <li>● Verbal or written praise</li> <li>● Celebration of learning</li> <li>● Awarding stickers, stamps and certificates</li> <li>● Extra responsibilities</li> <li>● Class Goals and Reward</li> <li>● Magic teapot time</li> </ul>	<p><b>Stepped responses</b></p> <ul style="list-style-type: none"> <li>● Non-verbal signal.</li> <li>● Private verbal reminder.</li> <li>● Private 30 second Intervention Script, consequences of future choices made clear.</li> <li>● Choice consequence carried out followed by an informal Restorative Conversation. Student carries out restorative actions.</li> <li>● Thinking Time during a break/Discovery Learning time followed by a planned Restorative Conversation with Year Leader. Recorded and parents informed.</li> <li>● Serious incidents i.e damage to property, physical aggression with the intent to harm others or bullying will be referred to the EYFS Year Leader. Recorded and parents informed.</li> <li>● Any behaviour considered to be potentially racist; extreme; negative about another person's religion, are referred to the Head of Primary. Recorded and parents informed.</li> </ul>
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## APPENDIX 5: Y1-Y6 Expected Behaviour Agreement - TEMPLATE

<b>Be Safe</b>	<b>Be Ready</b>	<b>Be Respectful</b>
<ul style="list-style-type: none"> <li>● We follow instructions straight away</li> <li>● We use the school equipment and property safely</li> <li>● We always walk inside the school building</li> </ul>	<ul style="list-style-type: none"> <li>● We are ready for learning: thinking, listening and engaged</li> <li>● We arrive at our lessons on time and ready to learn</li> <li>● We use our time wisely and try our best</li> <li>● We use the Learning Ethos and Thinking Skills to help us</li> </ul>	<ul style="list-style-type: none"> <li>● We are always thoughtful and nice to others</li> <li>● We show we are listening when others are talking</li> <li>● We are helpful</li> <li>● We use a quiet voice</li> <li>● We are honest about our choices, even our mistakes</li> </ul>
<p><b>Class Signatures:</b></p>		

<p><b>Over and Beyond</b></p> <ul style="list-style-type: none"> <li>● Verbal or written praise</li> <li>● Celebration of learning</li> <li>● Awarding stickers, stamps and certificates</li> <li>● Extra responsibilities or leadership roles</li> <li>● Class Goals and Reward</li> <li>● Golden Ticket</li> </ul>	<p><b>Stepped responses</b></p> <ul style="list-style-type: none"> <li>● Non-verbal signal.</li> <li>● Private verbal reminder.</li> <li>● Private 30 second Intervention Script, consequences of future choices made clear.</li> <li>● Choice consequence carried out followed by an informal Restorative Conversation. Student carries out restorative actions.</li> <li>● Thinking Time during a break time followed by a planned Restorative Conversation with Year Leader (recorded and parents informed).</li> <li>● Serious incidents i.e. bullying behaviour, damage to property, physical aggression with the intent to cause harm will be referred to the Primary Deputy Head. Recorded and parents informed).</li> <li>● Any behaviour considered to be potentially racist; extreme; negative about another person's religion, are referred to the Head of Primary (recorded and parents informed).</li> </ul>
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## APPENDIX 6: EYFS BSM Behaviour Roadmap

<p><b>Expected behaviours</b></p> <p><u>Be Safe</u> - For example, keep your hands and your feet to yourself, walk in the school building</p> <p><u>Be Ready</u> - For example, listen, have the correct equipment for class, wear the correct uniform or sports kit</p> <p><u>Be Respectful</u> - For example, say “please”, “thank you”, “excuse me”, hold the doors and listen well</p>	<p><b>Visible Community Behaviours</b></p> <ul style="list-style-type: none"> <li>● Be courteous</li> <li>● Meet and greet with eye contact, using names</li> <li>● Walk through school in a calm and professional manner</li> <li>● Be a proactive role model in the school</li> <li>● Think of others</li> </ul>
<p><b>Over and Beyond</b></p> <ul style="list-style-type: none"> <li>● Verbal or written praise</li> <li>● Celebration of work</li> <li>● Awarding stickers, stamps and certificates</li> <li>● Extra responsibilities or leadership roles</li> <li>● Class Goals Reward</li> </ul>	<p><b>Stepped responses</b></p> <ul style="list-style-type: none"> <li>● Non-verbal signal.</li> <li>● Private verbal reminder.</li> <li>● Private 30 second Intervention Script, consequences of future choices made clear.</li> <li>● Choice consequence carried out followed by an informal Restorative Conversation. Student carries out restorative actions.</li> <li>● Thinking Time during a break/Discovery Learning time followed by a planned Restorative Conversation with Class Teacher. Recorded and parents informed.</li> <li>● Serious incidents i.e. bullying behaviour, damage to property, physical aggression with the intent to cause harm will be referred to the EYFS Year Leader. Recorded and parents informed.</li> <li>● Any behaviour considered to be potentially racist; extreme; negative about another person's religion, are referred to the Head of Primary. Recorded and parents informed.</li> </ul>
<p><b>Restorative Conversation Script</b> (example, adapt and use your own words)</p> <ul style="list-style-type: none"> <li>● What happened?</li> <li>● How did it make you feel/What did you need/want?</li> <li>● Who has been affected by what you have chosen to do?</li> <li>● What has been the hardest thing for you?</li> <li>● What do you think needs to be done to make it right?</li> <li>● What have you learnt and what will you do differently next time?</li> </ul>	<p><b>30 second intervention script</b></p> <ul style="list-style-type: none"> <li>● I have noticed that...</li> <li>● You know the expectation is...(insert expectations)</li> <li>● You need to...</li> <li>● Remember last week when you...(add positive memory) this is the behaviour and choices I need you to make now</li> <li>● If you choose to carry on...(explain consequence)</li> </ul>

## APPENDIX 7: Y1-6 BSM Behaviour Roadmap

<p><b>Expected behaviours</b></p> <p><u>Be Safe</u> - For example, keep your hands and your feet to yourself, walk in the school building</p> <p><u>Be Ready</u> - For example, listen, have the correct equipment for class, wear the correct uniform or sports kit</p> <p><u>Be Respectful</u> - For example, say “please”, “thank you”, “excuse me”, hold the doors and listen well</p>	<p><b>Visible Community Behaviours</b></p> <ul style="list-style-type: none"> <li>● Be courteous</li> <li>● Meet and greet with eye contact, using names</li> <li>● Walk through school in a calm and professional manner</li> <li>● Be a proactive role model in the school</li> <li>● Think of others</li> </ul>
<p><b>Over and Beyond</b></p> <ul style="list-style-type: none"> <li>● Verbal or written praise</li> <li>● Celebration of work</li> <li>● Awarding stickers, stamps and certificates</li> <li>● Extra responsibilities or leadership roles</li> <li>● Class Goals Reward</li> <li>● Golden Ticket</li> </ul>	<p><b>Stepped responses</b></p> <ul style="list-style-type: none"> <li>● Non-verbal signal.</li> <li>● Private verbal reminder.</li> <li>● Private 30 second Intervention Script, consequences of future choices made clear.</li> <li>● Choice consequence carried out followed by an informal Restorative Conversation. Student carries out restorative actions.</li> <li>● Thinking Time during a break time followed by a planned Restorative Conversation with Year Leader. Recorded and parents informed.</li> <li>● Serious incidents i.e. bullying behaviour, damage to property, physical aggression with the intent to cause harm will be referred to the Primary Deputy Head. Recorded and parents informed.</li> <li>● Any behaviour considered to be potentially racist; extreme; negative about another person's religion, are referred to the Head of Primary. Recorded and parents informed.</li> </ul>
<p><b>Restorative Conversation Script</b> (example, adapt and use your own words)</p> <ul style="list-style-type: none"> <li>● What happened?</li> <li>● How did it make you feel/What did you need/want?</li> <li>● Who has been affected by what you have chosen to do?</li> <li>● What has been the hardest thing for you?</li> <li>● What do you think needs to be done to make it right?</li> <li>● What have you learnt and what will you do differently next time?</li> </ul>	<p><b>30 second intervention script</b></p> <ul style="list-style-type: none"> <li>● I have noticed that...</li> <li>● You know the expectation is...(insert expectations)</li> <li>● You need to...</li> <li>● Remember last week when you...(add positive memory) this is the behaviour and choices I need you to make now</li> <li>● If you choose to carry on...(explain consequence)</li> </ul>

## APPENDIX 8: REWARDS

### Individual Rewards:

- Should be consistently awarded across year groups.
- Specific, written or verbal praise.
- Celebration of learning or effort i.e. displaying work, letting the parent know, sending a child to a Year Leader, Deputy Head or Head of School.
- Awarding stickers and stamps (decide on in your year group)
- Awarding Star of the week/day (year groups to decide) certificates. Meaningfully awarded to students who have gone above and beyond in terms of effort/ relationships/attainment.
- Extra responsibilities or leadership roles i.e. line leader, classroom responsibility etc.
- Golden Ticket: “Hot Chocolate Thursday” with Head of Primary. Once a month per year group. Award 1 ticket per class. Recognition of exceptional behaviour/effort or excellent behaviour over time.

### Class goals and rewards:

#### Step 1.

Each class is different; therefore, each class has its own shared goal that ALL students are working towards. In the first few weeks this might be about going to and from specialist lessons sensibly (setting the expectations of what this looks like) or getting to know someone new in your class. Later on in the term it might involve working towards mastering or using an ACP. Students should be involved in identifying the class goal. "What do we want to get better at?". Aim for 2 goals per half term in term 1 and 1 - 2 goals per half term in term 2 and 3. This should not become a weekly reward, it is a goal the class is collectively working towards.

#### Step 2.

Decide on a class reward for achieving the goal i.e. an extended break time on the adventure playground/class disco/talent show/ visit from the guinea pigs/visit to FS/pizza making/bring a game to school/table tennis competition. Try to make only 1 reward over the year food based. Reward is roughly an hour long.

#### Step 3.

Decide how they will know if achieved reward i.e. collecting 10 frogs on a lily pad/rocket ship/a set number of marbles in a jar (each marble has a value)/1,000,000 points. Points towards the goal can be awarded to individuals, groups or the whole class. Make both the goal and progress towards achieving this visible and prominent in your class. Try to make this engaging and fun.

### House System

The house system operates for sports, inter house competitions and is an option for grouping children i.e. on National Day or a school trip.

## APPENDIX 9: Behaviour Levels 2020-21

### Definitions

#### Bullying:

Guidance from [www.gov.uk](http://www.gov.uk)

There is no legal definition of bullying. However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms and can include: physical assault, teasing, making threats, name calling, cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)

Racist: A person who shows or feels discrimination or prejudice against people of other races, or who believes that a particular race is superior to another.

Racist Incident: Any incident which is **perceived** by the victim or any other person to be motivated by hostility or prejudice based on a person's race or perceived race.

Religious incident: Any incident which is **perceived** by the victim or any other person to be motivated by hostility or prejudice based on a person's religion or perceived religion.

Restorative Conversation: A practice that encourages children to take responsibility for their behaviour by thinking through the causes and consequences of their actions. It supports children in developing, maintaining and repairing relationships, building a community based around empathy and self-learning.

Significant: Sufficiently great or important to be worthy of attention; noteworthy.

Proportional: Corresponding to the significance of the behaviour and the intent to ignore known expectations or cause disruption, damage or harm.

Extreme behaviour: Behaviour seen as highly unusual, raising significant alarm and having potentially far reaching consequences.

#### Any response should:

- Happen as a result of having a full understanding of the incident.
- Take account of the age and stage of the child.
- Be carried out calmly.
- Aim to support the child in taking responsibility, making amends and making future positive choices. (Restorative Conversations)
- Be consistent of the fact that class teachers have overall responsibility for managing and supporting the behaviour of the children in their class.

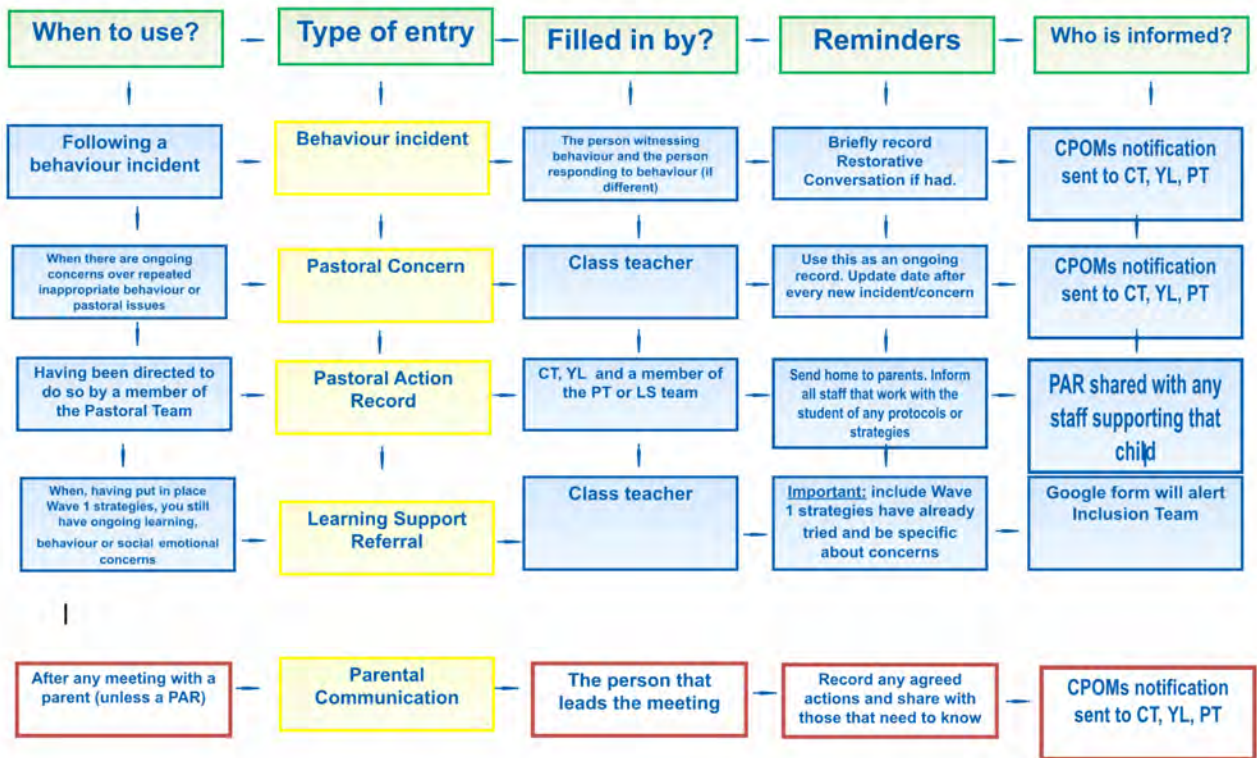
GREEN	TYPES OF BEHAVIOUR	RESPONSIBILITY	RESPONSE	COMMUNICATION & RECORDING	PARENTAL INVOLVEMENT
Minor low level inappropriate behaviour	<ul style="list-style-type: none"> <li>❖ Calling out</li> <li>❖ Bringing incorrect equipment/kit to a session</li> <li>❖ Not getting on or arguing with others</li> <li>❖ Disrupting learning</li> <li>❖ Not listening</li> <li>❖ Rough play</li> <li>❖ Accidentally hurting another child (minor)</li> <li>❖ Accidentally verbally hurting the feelings of another child</li> <li>❖ Littering</li> <li>❖ Avoiding work</li> <li>❖ Snatching</li> <li>❖ Running inside or around the school site</li> <li>❖ Being late to class</li> <li>❖ Not responding when a whistle blows</li> <li>❖ Being careless of property (theirs, others and schools)</li> <li>❖ Not following instructions</li> <li>❖ Leaving the room without permission</li> <li>❖ Name calling</li> <li>❖ Bringing in a mobile phone</li> <li>❖ Whispering or leaving out out others</li> <li>❖ Time wasting</li> <li>❖ Not telling the truth (EYFS)</li> <li>❖ Copying (KS1)</li> </ul>	All teachers and learning support staff.	<ul style="list-style-type: none"> <li>❖ Non verbal reminder.</li> <li>❖ Private verbal reminder.</li> <li>❖ Private 30 second Intervention Script to include consequences of students' future choices.</li> <li>❖ Consequence carried out followed by an informal Restorative Conversation. Student to carry out restorative actions.</li> </ul> <p>Use the <i>Handling Conflict</i> tool to support minor falling outs and disagreements.</p>	Not recorded on CPOMS.	<p>Ongoing positive communication with parents is encouraged i.e. a note in the PO regarding forgotten homework/PE kit or an informal comment at pick up/drop off regarding behaviour out of keeping with that student.</p> <p>Significant or ongoing concerns require more formal communication and should be recorded on CPOMS alongside a Pastoral Concern. See <b>Green ++</b></p>

GREEN ++	TYPES OF BEHAVIOUR	RESPONSIBILITY	RESPONSE	COMMUNICATION & RECORDING	PARENTAL INVOLVEMENT
Repeated low level GREEN behaviour OR inappropriate behaviour	<ul style="list-style-type: none"> <li>❖ <i>Repeated low level Green behavior</i></li> <li>❖ Name calling/unkind words designed to deliberately hurt the feelings of others (including one off comments seen as sexist or related to a disability)</li> <li>❖ Hurting another child with intent - minor incident (not EYFS)</li> <li>❖ Accidentally hurting another child (significant)</li> <li>❖ Inappropriate and rude language directed at another adult or child</li> <li>❖ Writing/drawing on school property or somebody else's work (not EYFS)</li> <li>❖ Minor damage to school or somebody else's property</li> <li>❖ Not telling the truth (KS1/2)</li> <li>❖ Copying (KS2)</li> </ul>	<p>Year Leaders (Thinking Time/Restorative Conversation)</p> <p><i>If ongoing/repeated behaviour, Class teacher/specialists (Pastoral Concern entry on CPOMS).</i></p>	<ul style="list-style-type: none"> <li>❖ Thinking Time during a break time followed by a planned Restorative Conversation with Year. Leader</li> <li>❖ <u>Student</u> to carry out restorative actions.</li> </ul> <p><i>Outcome related to repeated behaviour:</i></p> <ul style="list-style-type: none"> <li>❖ Class/specialist teacher to raise a Pastoral Concern on Engage.</li> <li>❖ Pastoral Team to work with class teacher, student and parent to create a Pastoral Action Record and, where relevant, a Behaviour Protocol.</li> </ul>	<p>Recorded on CPOMS as a Behaviour Incident (Green) or if ongoing, a Pastoral Concern.</p> <p>If a PAR is created, inform all adults involved.</p>	<p>Parents informed by phone or face to face.</p> <p>Meet with parents if setting up a Pastoral Action Record/ Behaviour Protocol.</p>

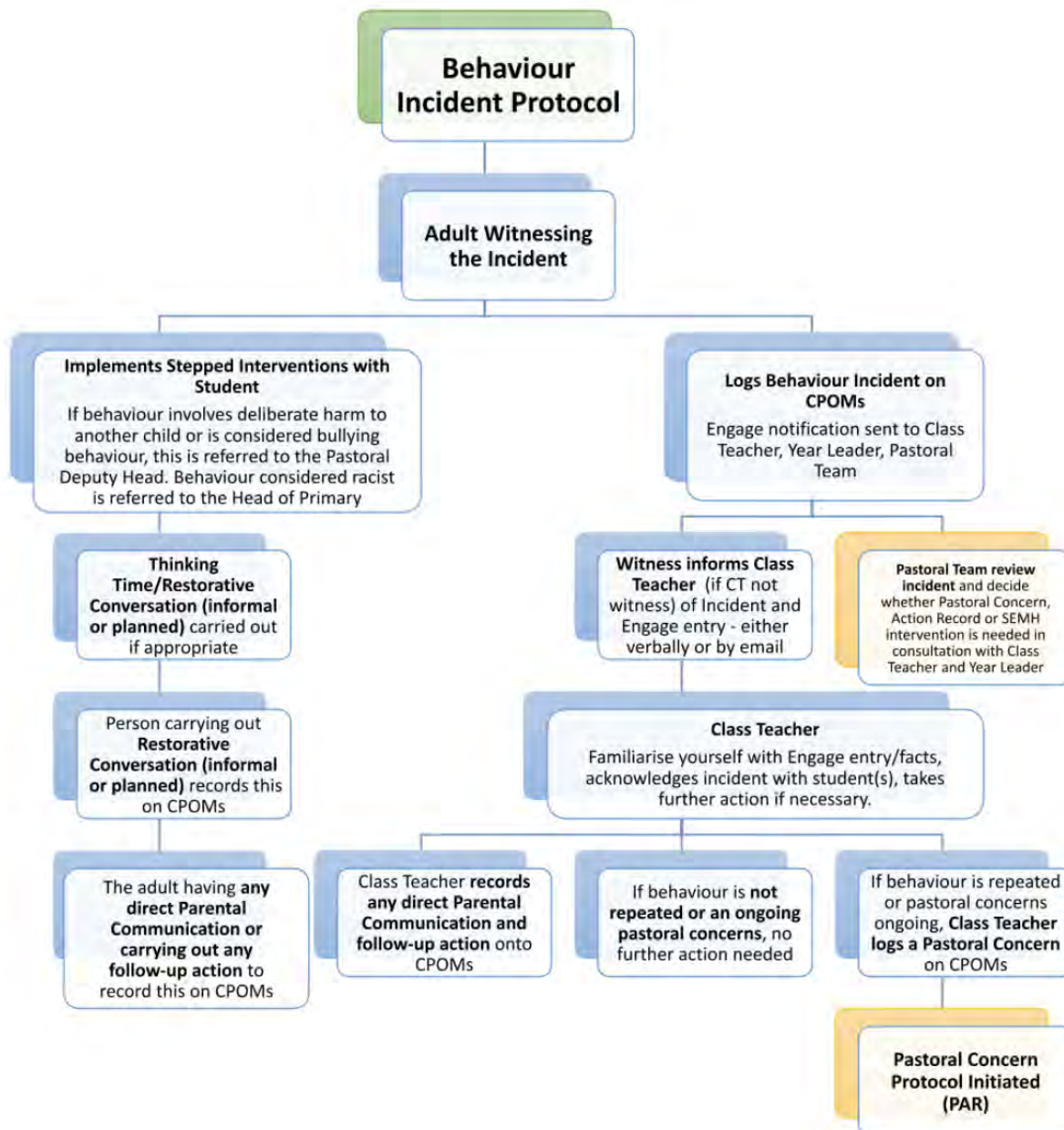
AMBER	TYPES OF BEHAVIOUR	RESPONSIBILITY	RESPONSE	COMMUNICATION & RECORDING	PARENTAL INVOLVEMENT
Significant inappropriate behaviour or bullying	<ul style="list-style-type: none"> <li>❖ Physical aggression with an intent to cause actual harm</li> <li>❖ Deliberate, significant damage to school or somebody else's property</li> <li>❖ Serious verbal abuse towards another person</li> <li>❖ Confrontation with a member of staff</li> <li>❖ Stealing</li> <li>❖ Refusing to cooperate with an adult</li> <li>❖ Misuse of ICT equipment</li> <li>❖ Behaviour which is potentially identified as bullying, including Cyber Bullying (refer to Anti Bullying Policy)</li> </ul> <p><i>Bullying incident (refer to Anti Bullying Policy)</i></p>	<p>Pastoral Deputy Head (KS1/KS2)</p> <p>EYFS Year Leader (FS1/2)</p>	<ul style="list-style-type: none"> <li>❖ Initial full investigation by designated adult. Discuss with the Head of School (Pastoral Deputy Head if EYFS) if necessary.</li> <li>❖ Restorative Conversation and proportional follow up actions by students (may need to be ongoing).</li> <li>❖ Consider internal fixed term exclusion.</li> <li>❖ If relevant, a Behaviour protocol as part of a Pastoral Action Record.</li> </ul> <p>*****</p> <p><i>Outcomes of a bullying incident:</i></p> <ul style="list-style-type: none"> <li>❖ Restorative Conversation and proportional follow up actions by student (may need to be ongoing).</li> <li>❖ If appropriate, whole class PSHE focus.</li> <li>❖ Further support student(s) in reflecting on and upholding good choices.</li> </ul> <p><i>If behaviour is seen as deliberate and knowing:</i></p> <ul style="list-style-type: none"> <li>❖ Internal or external fixed term exclusion depending on age and child's ability to engage and reflect on their behaviour.</li> </ul>	<p>Record on CPOMS as a Behaviour Incident (<b>Amber</b>) Inform Head of Primary.</p> <p><b>Bullying Incident:</b> <i>Complete a Bullying Incident form. All behaviour potentially identified as bullying is to be reported to the Senior Leadership Team and Governors by the person investigating. If bullying is perceived as deliberate and knowing, update to a Red Behaviour Incident on CPOMS.</i></p>	<p>Parents informed by phone or face to face. If a parent has been informed by phone, offer a follow up meeting on request.</p> <p>Meet with parents if setting up a Pastoral Action Record/Behaviour Protocol.</p> <p><b>Bullying incident:</b> <i>If bullying is perceived as deliberate and knowing, meet with parent(s) in person.</i></p>

RED	TYPES OF BEHAVIOUR	RESPONSIBILITY	RESPONSE	COMMUNICATION & RECORDING	PARENTAL INVOLVEMENT
Racist and Religious Incidents, or extreme behaviour	<p>Extreme behaviour: seen as highly unusual, raising significant alarm and having potentially far reaching consequences.</p> <p>Religious/Racist incident</p>	<p>Head of Primary (KS1/KS2)</p> <p>Pastoral Deputy Head (EYFS)</p>	<ul style="list-style-type: none"> <li>❖ Initial full investigation by designated adult. Discuss with the Pastoral Deputy Head if necessary.</li> <li>❖ Restorative Conversation and proportional follow up actions by students (may need to be ongoing).</li> <li>❖ If relevant, a Behaviour protocol as part of a Pastoral Action Record.</li> <li>❖ Fixed term exclusion in extreme cases of deliberate and significant harm to another person or destruction of property.</li> </ul> <p>*****</p> <p><i>Outcomes of a racist/religious incident:</i></p> <ul style="list-style-type: none"> <li>❖ No response, recorded only.</li> <li>❖ Restorative Conversation and proportional follow up actions by student (may need to be ongoing)</li> <li>❖ Whole class PSHE focus.</li> <li>❖ Further support student(s) in reflecting on and upholding good choices.</li> </ul> <p><i>If racist/religious incident is decided to have been carried out deliberately and with a full awareness of its potential impact:</i></p> <ul style="list-style-type: none"> <li>❖ Internal or external fixed term exclusion depending on age and child's ability to engage and reflect on their behaviour.</li> </ul>	<p>Record on CPOMS as a Behaviour Incident (<b>Red</b>).</p> <p>Head of Primary to inform Principal</p> <p><b>Religious/Racist Incident:</b> <i>Complete a Religious/Racist Incident form. All behaviour potentially identified as racist or prejudice towards another's religion is to be reported to the Senior Leadership Team and Governors by the person investigating.</i></p>	<p>Meeting with parents.</p>

## APPENDIX 10: Pastoral & Behavioural Guide

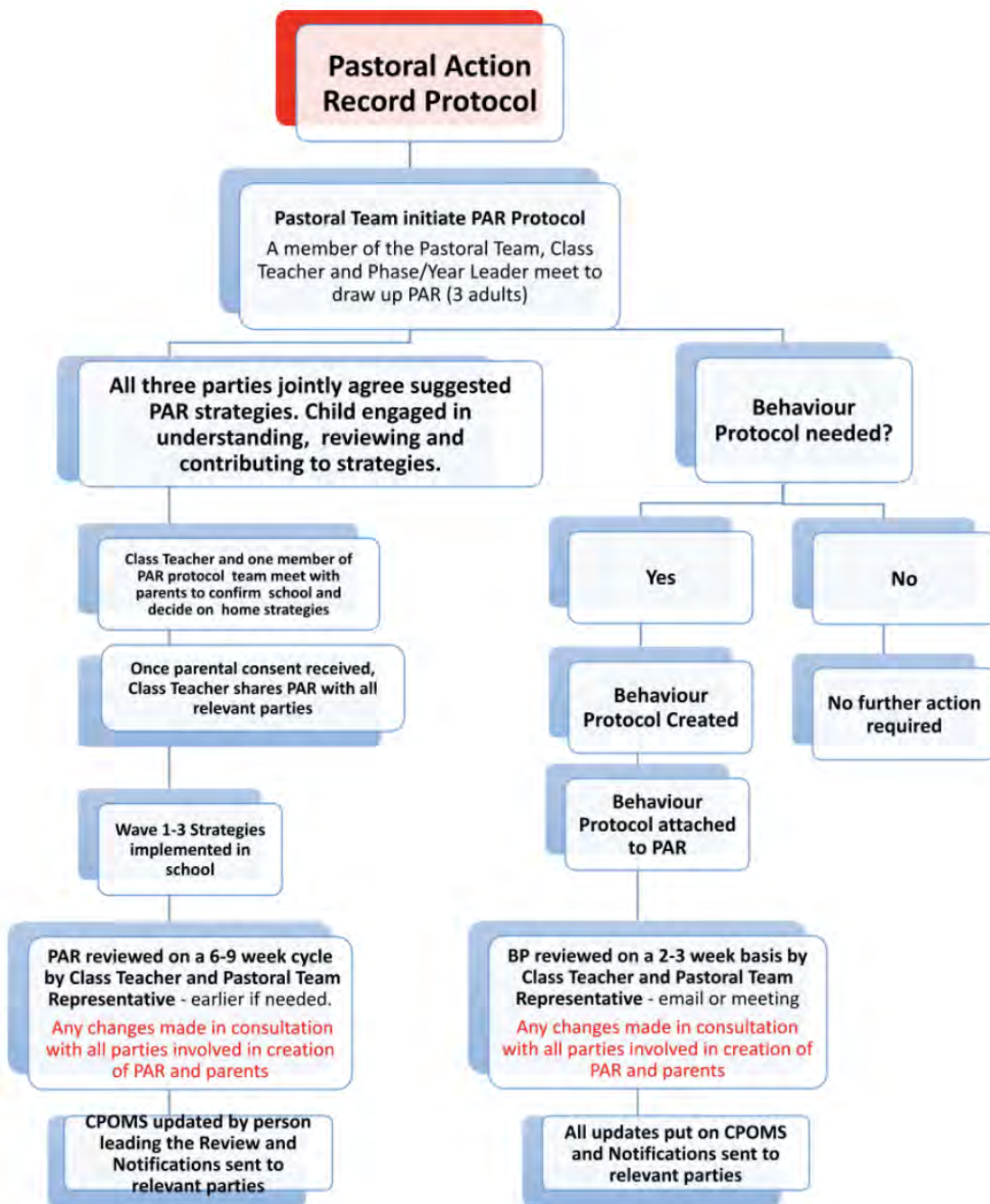


## APPENDIX 11: Pastoral & Behavioural Protocols









## APPENDIX 12: Bullying Definition and examples

### Definitions:

We aim to work towards combating any negative or devaluing behaviour towards another person which includes bullying.

### What is bullying?

“Bullying is the intentional hurting of one person by another. It is usually repetitive or persistent, although some one-off attacks can have a continuing harmful effect on the victim.”

The teachers, staff, governors, parents and students of BSM believe that negative and devaluing behaviour:

- Is hurtful, threatening, harmful and disrespectful;
- Can include behaviours which hurt, threaten or frighten another person or group of people;
- Can be unprovoked, repeated and sometimes can continue for a long period of time.

Bullying falls into the following categories:

- **verbal** – such as threatening consequences, spreading rumours, excluding, calling names, teasing, making sexual, racist, sectarian remarks, highlighting physical appearance;
- **physical** – such as kicking, punching, hitting, spitting, biting, tripping;
- **emotional** – such as ignoring, talking behind backs, staring, writing unpleasant notes, letters, graffiti, and text messages;
- **non-verbal** – getting people into trouble, leaving them out of games, writing letters and text messages.

Bullying behaviours may include, but are not limited to, aspects such as:

- Neglecting, making someone uncomfortable;
- Name-calling, taunting, mocking, making offensive comments;
- Kicking, hitting, pushing and shoving, fighting, spitting;
- Taking or damaging belongings, stealing from students’ school bags or lunch boxes;
- Photographing, using or publishing photos without consent;
- Gossiping, spreading hurtful and untruthful rumours;
- Socially excluding people from groups e.g. not talking to them, excluding them from activities;
- Any relate to race, religion or culture; special education needs and disabilities; appearance or health; sexual orientation; sexist or sexual bullying.

Any of the above bullying behaviours coming from students, staff or families towards members of the

BSM school community will not be tolerated

### **What is Cyber- bullying?**

Cyberbullying is the use of technologies by an individual or a group of people to deliberately and repeatedly upset someone else. Cyberbullying is a whole school community issue and will not be tolerated at BSM.

A wide variety of behaviours can be considered cyberbullying, including:

- intimidation and threats
- harassment and stalking
- vilification/defamation
- exclusion or peer rejection
- impersonation
- unauthorised publication of personal information or images
- manipulation.

Cyberbullying may also constitute discrimination and hate crimes, such as:

- sexist bullying
- racist and faith-targeted bullying
- homophobic bullying
- bullying in relation to a disability.

There are a variety of technologies that may be used to cyberbully, including email, smartphones and a large variety of social media platforms including but not exclusive to; Facebook, Twitter, Instagram, Snapchat, ASKfm, WhatsApp, Sarahah, Redditt and YouTube.

It is important that the BSM community is aware that any cyberbullying will be dealt with as seriously as face-to-face bullying, regardless of whether the bullying is physically perpetrated on the school site. [DfE guidance on cyberbullying](#) states: "Schools should also make clear that it is not acceptable for pupils, parents or colleagues to denigrate and bully (any member of the school community) via social media in the same way that it is unacceptable to do so face to face."

## APPENDIX 13: Bullying Incident Report

### British School Muscat Bullying Incident Report 2020/21

To be completed by the observer, and referred to Primary Deputy Head. All suspected incidents of bullying are passed on to Heads of School and the School Principal.

Report Written By:	
Student's names and Class/Forms:	
Date & Time of Incident:	
Location of Incident:	

Brief Description of Incident/concern:	
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Action Taken & By Whom:	
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Parental Response(s): <i>The parent of each student involved MUST be informed</i>	
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Outcomes/Follow Up/Date:	
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Please:

1. Pass to the Primary Deputy Head.
2. Inform Year Leader and any relevant staff that need to be made aware.

## APPENDIX 14: Religious/Racist Incident Report

### British School Muscat

### Religious/Racist Incident Report 2020/21

To be completed by the observer, and referred to the Head of Primary School. All suspected incidents of racism are passed on to Heads of School and the School Principal.

Report Written By:	
Student's names and Class/Forms:	
Date & Time of Incident:	
Location of Incident:	

Brief Description of Incident/concern:	
--	--

Action Taken & By Whom:	
-------------------------	--

Parental Response(s): <i>The parent of each student involved MUST be informed</i>	
--	--

Outcomes/Follow Up/Date:	
--------------------------	--

Please:

1. Pass to the Head of Primary.
2. Inform Year Leader and any relevant staff that need to be made aware.

## APPENDIX 15: Guidance on the use of reasonable force

### Sources

The guidance is written with reference to Use of Reasonable Force – Advice for headteachers, staff and governing bodies July 2013 and The Education and Inspection Act 2006. The guidance should be read in conjunction with the Safeguarding Children and Child Protection Policy and Procedures 2020.

### Objective of Guidance

Good personal and professional relationships between staff and students is vital to ensure a safe and happy school. It is recognised that the majority of students behaviour and conduct is excellent and students respond positively to behaviour systems. It is also acknowledged that in exceptional circumstances, staff may need to take action in situations where the use of reasonable, proportional and necessary force is required.

### What is reasonable force?

- The term ‘reasonable force’ covers the broad range of actions used by most teachers at some point in their career that involve a degree of physical contact with students.
- Force is usually used either to control or restrain. This can range from guiding a student to safety by the arm through to more extreme circumstances such as breaking up a fight or where a student needs to be restrained to prevent violence or injury.
- ‘Reasonable in the circumstances’ means using the minimum degree of force necessary for the shortest period of time to prevent a student harming himself, herself, others or property.
- Schools generally use force to control students and to restrain them. Control means either passive physical contact, such as standing between students or blocking a student’s path, or active physical contact such as leading a student by the arm out of a classroom.
- Restraint means to hold back physically or to bring a student under control. It is typically used in more extreme circumstances, for example when two students are fighting and refuse to separate without physical intervention.
- School staff should always try to avoid acting in a way that might cause injury, but in extreme cases it may not always be possible to avoid injuring the student.

### Underpinning Values

Everyone attending or working at the school has a right to:

- recognition of their unique identity
- be treated with respect and dignity
- learn and work in a safe environment
- be protected from harm, violence, assault and acts of verbal abuse

**Who can use reasonable force?**

- All members of the school staff have the power to use reasonable force. If possible, the Primary Deputy Heads or Head of School should be used.
- Schools do not require parental consent to use force on a student.

**When can reasonable force be used?**

- Where possible, reasonable force should be avoided and other strategies applied first. The prime reason to use reasonable force is if the safety of a child/children or adult is at risk.
- Reasonable force can be used to prevent students from hurting themselves or others, from damaging property, or from causing disorder or distress to others.
- In a school, force is used for two main purposes – to control students or to protect them or others.
- The decision on whether or not to physically intervene is down to the professional judgement of the staff member concerned and should always depend on the individual circumstances.
- Reasonable force can be used on the school site during the school day, school supervised events and on trips and residential trips.
- The following list is not exhaustive but provides some examples of situations where reasonable force can and cannot be used.
- When there is a known reasonable force protocol for an individual child that has been created in agreement with the Pastoral Team, parents and other relevant staff.

**Schools can use reasonable force to:**

- Remove disruptive children from the classroom where they have refused to follow an instruction to do so (call for assistance from Primary Deputy Heads or Head of School);
- Prevent a student behaving in a way that disrupts a school event or a school trip or visit;
- Prevent a student leaving the classroom where allowing the student to leave would risk their safety or lead to behaviour that disrupts the behaviour of others;
- Prevent a student from attacking a member of staff or another student, or to stop a fight in the playground; and
- Restrain a student at risk of harming themselves through physical outbursts.

**All actions should take account of students:**

- age
- gender
- level of physical, emotional and intellectual development
- special needs



- social context

### **Schools cannot:**

- Use force as a punishment – it is always unlawful to use force as a punishment.

### **Recording incidents of reasonable force and informing parents**

- The Primary Deputy Heads and Head of School should always be informed if reasonable force is used.
- All incidents of reasonable force are recorded on Engage as a Behaviour Incident.
- Any incident of reasonable force must be communicated to parents either in person or by phone. Parental feedback is recorded on Engage as a follow up to the initial Behaviour Incident.

### **Power to search students without consent**

In addition to the general power to use reasonable force described above, headteachers and authorised staff can use such force as is reasonable given the circumstances to conduct a search for the following ‘prohibited items’:

- Knives and weapons
- Alcohol
- Illegal drugs
- Stolen items
- Tobacco and cigarette papers
- Fireworks
- Pornographic images
- Any article that has been or is likely to be used to commit an offence, cause personal injury or damage to property.
- Force cannot be used to search for items banned under the school rules

### **What about other physical contact with students?**

It is not illegal to touch a student. There are occasions when physical contact, other than reasonable force, with a student is proper and necessary.

*Examples of where touching a student might be proper or necessary:*

- Holding the hand of the child at the front/back of the line when going to assembly or when walking together around the school;
- When comforting a distressed student (age appropriate and initiated by the child where possible);

- When a student is being congratulated or praised;
- To demonstrate how to use a musical instrument;
- To demonstrate exercises or techniques during PE lessons or sports coaching; and
- To give first aid.

Apply safeguarding principles and consider location and visibility.

### **Staff and Student Support Following an Incident**

All members of staff or students at the school involved in or witnessing a serious incident involving the use of physical force may require additional support following the incident. Staff should ensure they are fully recovered from an incident before returning to their duties. The wellbeing of students should also be supported. In both instances the school's nursing team will make an evaluation and support any recovery necessary.

### **Whistleblowing and student or parental complaints**

Any follow up complaints or concerns raised by staff, students or parents should be investigated by a Safeguarding Lead and the Head of School and Principal should be informed immediately. This should be in line with the school's Whistleblowing Policy.

## APPENDIX 16: Handling Conflict

### HANDLING CONFLICT

Use this with your friends to resolve disagreements and falling outs.



**Step 1 You are having a disagreement – STOP!** Go and find the Handling Conflict card. Sit in a place where you can both see each other.



**Step 2 THINK!** – Think about how you are feeling and what you want to say to your friend.



**Step 3 TALK!** – Take turns to explain to your friend how you are feeling and why you are upset. Make sure you listen and don't interrupt each other.



**Step 4 MAKE UP** – Together, decide how you can solve the problem. Agree on your solution and make up.

**Step 5** – If following these steps has not helped you to resolve your disagreement, ask an adult to help you work through these steps again.

## HANDLING CONFLICT - STAFF GUIDANCE

We use this process to help and support children to resolve disagreements they may have had with one another. Once children have practised this process a few times with you, use this prompt with the expectation that children work through steps 3 to 5 independently.

**Step 1 Approach calmly** – *kneel down to be at the childrens' level.*

**Step 2 Acknowledge feelings** - *if the conflict is over an object, gently take it from the child/children and hold it.*

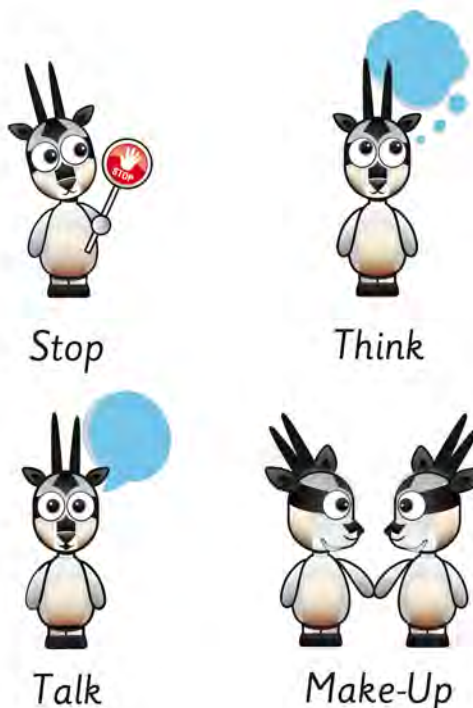
**Step 3 Gather information** - *ask all children involved what has happened and then word the problem for them so they understand what the conflict is about, getting agreement from all.*

**Step 4 Restate the problem for the children**

**Step 5 Ask the children for ideas for solutions** - *ask questions such as 'What do you think we can do about this problem?'. Repeat the childrens' solutions and act as a mediator. All must agree on the shared solution.*

**Step 6 Offer follow up support** - *congratulate the children on solving a problem/conflict and observe children for a minute or so.*

When we fall out we....



## **HANDLING CONFLICT**

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When we fall out we....

## Appendix 17: Exclusions

Fortunately the School has only rarely to consider excluding students on disciplinary or health grounds. However, when it does, steps need to be taken in a careful sequence in order to ensure that students are treated fairly and consistently. This policy lays out the steps that must be taken and the points to consider before a decision is made to exclude a student.

### BSM is committed to:

- Ensuring that students who are being considered for exclusion on disciplinary or health grounds are treated fairly and consistently.
- Having transparent steps that should be systematically taken and the factors that should be carefully considered before a decision is taken to exclude a student.
- Showing who is responsible for steps in the procedure leading up to exclusion.

### Avoiding Exclusion

In most cases exclusion will be the last resort after a range of measures have been tried to improve a student's behaviour. Policy, procedures and training collectively minimise the number of students at risk of exclusion. However, for those at risk, additional measures include:

- Engaging with parents
- A change of teaching class
- Introduction of a specific pastoral support programme
- Outsourced (funded by parents) individual adult support
- Limited curriculum alternatives
- Assessment of Special Educational Needs
- Allocation of a key worker
- Referral to a specific external support service, such as an educational psychologist or child psychiatrist.

The behaviour of students at risk is sometimes driven by complex combinations of social, emotional and health problems, so the involvement of all adults, including parents is carefully coordinated, creating a broadly representative team.

A number of different alternatives to exclusion are available to the Principal and Head of School in response to a serious breach of behaviour policy. This include, but are not limited to:

- Restorative Justice
- Mediation
- Internal Exclusion

- Recommendation for withdrawal to the parents
- Negotiated transfer to another Muscat school

## Removing Students from School

There are three exceptional circumstances in which individual students may be removed from school on disciplinary or health grounds, namely where:

- a. There is sufficient evidence that a student has committed a serious disciplinary offence. In these circumstances the student may be excluded from school for a fixed period or permanently.
- b. A student is accused of a serious criminal offence but the offence took place outside the school's jurisdiction. In these circumstances the Principal may decide that it is in the interests of the individual concerned and of the school community as a whole for that student to be educated at home for a fixed period, subject to review at regular intervals. *This is not an exclusion.*
- c. A student's presence in school represents a serious risk to the health or safety of other students or school staff, or themselves. In these circumstances the Principal may send the student home for a period of time after consultation with the parents (where possible). *This is not an exclusion* and may only be done for medical reasons.

A decision to exclude a student should be taken only:

- In response to serious breaches of the school's behaviour policy; and
- If allowing the student to remain in school would seriously harm the education or welfare of the student or others in the school.

Only the Principal, (or, in the absence of the Principal, the Acting Principal) can exclude a student.

A decision to exclude a child permanently is a serious one. It will usually be the final step in a process for dealing with disciplinary offences following a wide range of other strategies as outlined in this policy, which have been tried without success. It should be acknowledged by the school that it has exhausted all available strategies for dealing with the student and should normally be used as a last resort.

There will, however, be exceptional circumstances where, in the Principal's judgement, it is appropriate to recommend the permanent exclusion of a student for a first or 'one off' offence.

These might include but not be limited to:

- Serious actual or threatened violence against another student, staff member or member of the school community.
- Sexual abuse or assault

- Supplying, using or being in possession of an illegal drug
- Carrying an offensive weapon
- Persistent and defiant misbehaviour including bullying

These instances are not exhaustive, but indicate the severity of such offences and the fact that such behaviour can affect the discipline and well-being of the school's community.

### **Before Making a Decision to Exclude**

Exclusion will not be imposed in the heat of the moment, unless there is an immediate threat to the safety of others or the student concerned. Before deciding whether to exclude a student, either permanently or for a fixed period, the Principal should ensure that a thorough investigation has been carried out and consider all the evidence available to support the case for or against exclusion.

## **Appendix 18: Home School Agreement**

The Home-School Agreement is a critical document in which we expect all parents, staff and students to work in partnership to ensure all students are happy, safe, secure and can reach their academic potential.

### **Teachers and governors will:**

- Provide a safe and caring environment for all students
- Provide a personalised curriculum which will meet the needs of each individual
- Ensure effective and prompt information and guidance is given to parents and students, should the school have any concerns
- Keep both parents and student regularly informed about progress through reports, parents evenings and teacher communication
- Praise and reward students at every opportunity
- Employ strategies for behaviour management (as laid out in the Positive Behaviour Policy) where applicable
- Listen and take into account parental views and concerns on school life by providing a clear complaints policy on the school website

### **Students will:**

- Attend school and lessons on time every day



- Bring all equipment, books and kit required for each day
- Wear full and correct uniform every day
- Be polite, considerate and respect all individual differences within the school and wider community
- Follow all the school policies, these can be found on the BSM Website.
- Complete and participate in all work set in class and at home to the best of my ability
- Report any bullying or anti-social behaviour to teachers and act as a role model for younger students
- Respect the school environment and wider community by keeping it free from litter and graffiti
- Understand that in the event of any serious breach of this agreement, this may result in the forfeiture of my place at BSM

#### Parents and Carers will:

- Support and work with the school and encourage a positive attitude to education and BSM
- Ensure that my child attends and participates in all school curriculum and related activities regularly and punctually, avoiding holidays during term time and providing school with a letter or medical evidence to cover any absence
- Ensure that my child comes to school equipped, in uniform and ready to learn
- Attend parents evenings and meetings, as requested by the school
- Support all of the school's policies, these can be found on the BSM Website.
- Inform and voice any concerns, problems or changes in circumstances that may affect my child to the School immediately by following the "Who to contact and complaints policy" on the BSM website.
- Ensure that my personal behaviour mirrors that which BSM expects of its students
- Upon signing the Acceptance Form, pay all fees in full before commencement, or suitable arrangements have been made with the Accounts Department with you and/or your employer. These fees are currently the Enrolment Fee (payable on first entry to School only), the Contributory Deposit\* and the applicable Tuition fees. For those children starting part way through a term, there is a schedule for Tuition Fees paid on a pro-rata basis (in quarter or third of a term stages). The School reserves the right to refuse to provide education to children whose parents are in arrears, and will withhold references / certificates / reports in such a situation. The Contributory Deposit is refundable on final departure from the School provided:
  - One (1) month's written notice has been given before the end of the term of leaving
  - All fees are paid up to date

- A satisfactorily completed Leaver's Form has been submitted to the Accounts Department.

N.B. The monies will be refunded in the form of a cheque made payable to the name on the receipt.

- Understand that the School also reserves the right to charge interest at rates that will be approved from time to time by the Board of Governors in respect of Fees that are paid late and in extreme cases, take legal action. Please note that a dishonoured cheque is a criminal offence in Oman.
- Understand that fees will not be reduced as a result of absence for any reason. Neither will Fees be refunded or reduced for pupils leaving before the end of a term.
- Understand there will be supplemental charges, School trips and After School Activities and for examinations (GCSE, A/S, A Levels), which will include the cost of postage and invigilation. Additional postage charges will be made for return of scripts, university admissions, and the submission of Common Entrance papers.
- Understand that we would like to use photographs and videos of pupils to share with parents on our website and social media. If Parents do not want their child's photo to be used or for them to appear in videos, they will notify the school in writing.
- **Understand that in the event of any serious breach of this agreement, this may result in the forfeiture of your child's place at BSM**

We expect staff, parents and students to behave and act in a responsible and respectful manner both in our school and within the local community, including travelling to and from school and when using social media to refer to BSM.

It will be understood that all stakeholders agree to the terms set out in the Home School Agreement either by working at BSM, attending BSM or sending their child to BSM.

## Appendix 19: ICT Acceptable Use Agreement

### Summary

1. Users are asked to follow procedures outlined in the Acceptable use of ICT Agreement (Code of conduct - Staff).
2. All users should also be aware that any ICT usage is governed by the principles outlined in relevant data protection, health and safety, computer usage legislation and systems.
3. This Acceptable Usage Policy outlines the process for professional development needs identification and provision. BSM staff should be familiar with the Performance Management Review and ICT audit processes.

4. Security provision is in place for the school network and equipment. Users are asked to follow the Acceptable use of ICT Agreement (Code of conduct - Staff) relating to this.

5. The Acceptable use of ICT Agreement (Code of conduct - Staff): notes that email and internet use should be for work related purposes and therefore used in a professional manner, taking account of the use of tone, language, audience, and reputation – both of the school and the user; reinforces that the use of school provided communication devices/channels and access to student and staff material/information are for the purposes of school business, noting that private/personal usage should be for essential purposes only; notes that the recording of video or images of staff or students must comply with current school policy outlines that access to material which might be considered unacceptable should be reported immediately; clarifies that it is the responsibility of all BSM staff to comply with security and data protection guidelines; that personal data must not be disclosed, and must be protected/secured if transferred; that computer/device access must be managed by the user following simple procedures such as locking the computer when not in use.

6. Equipment is procured with a principle of value for money and adding value to educational provision. It is expected that procurement decisions have these rationales as a basis.

7. Compliance to software licencing is embedded in policy and an expectation of all BSM staff.

## **1. Resources**

1.1 The ICT Strategic plan describes the long term strategy for the provision of ICT resources and the School Development plan allocates the finance to implement the plan.

1.2 Purchases are planned to ensure that the computer equipment and software remains up to date, and fit for purpose, with a gradual policy of replacement and renewal of older equipment. All old equipment is disposed of in an environmentally friendly way. A review of new equipment and software as it comes on the market occurs regularly in order to remain up to date with developments and to offer advice on the purchase of new resources.

1.3 All computers are equipped with a core set of software to meet the requirements of the scheme of work and additional software is available to meet the specific requirements of other subjects and for special educational need, up to date virus protection should be installed on all machines, currently Symantec Antivirus and a Cyberoam Firewall are implemented.

1.4 The installation of any software not purchased by the school is prohibited and all software installed on machines must have the correct license. All staff are to be informed of the licensing laws for software and the risks from virus infection.

1.5 All staff should have access to ICT equipment for their own professional use and have provided a computer in the staff room and laptop access, which staff can borrow to use at home.

## **2. BSM Systems**

2.1 The BSM Management Information Systems:

Engage

CPOMS

CAMs

Perspective

Learning Ladders

Virtual Learning Environment

Uniform Shop POS

Eclipse Library System

GSuite

Kudos

Showbie

These systems and databases hold confidential data about our students and parents; Staff have access to the information held on the system, which can be exported into spreadsheets for on school related business

including:

Record keeping;

Assessment data;

SAT's/ Exam analysis;

Target setting;

Contacting parents.

2.2 Internet access is available on all workstations and management data is shared with those staff who require access to it.

2.3 The use of the above systems is governed by principles of GDPR, Computer Misuse act and The Child Protection Act.

### **3. Training and Support for Staff**

3.1 The Director of Digital Technology will carry out a regular audit of staffs' skills, identifying areas for development and corresponding training needs. This will be in conjunction with BSM's Performance Management Review process. All staff will be given the opportunity to attend workshops to update their skills as required. Training will be made available for all staff in school, including non-teaching staff.

3.2 As new staff are appointed to school the Director of Digital Technology will explain the BSM ICT policy to them and ensure that their training needs are assessed and a suitable training plan is implemented.

### **4. Health and Safety**

4.1 The following points cover health and safety associated with the use and maintenance of ICT equipment. The school Health and Safety policy should be referred to for all other aspects.

4.2 IT services are responsible for ensuring that all workstations offer a safe environment for

students and staff to work:

all electrical equipment is regularly checked;

wires must not be allowed to trail on the floor or worktops;

chairs and tables are at an appropriate height for the students and staff;

lighting is suitable and monitors are not facing bright direct lighting from a window;

rooms are adequately ventilated.

4.3 All users are responsible for reporting any health and safety concerns regarding ICT to a member of staff or through the IT helpdesk.

4.4 Students and staff do not eat or drink near the computers.

4.5 Students are aware of the dangers of using electrical equipment and are taught the rules for safe use of the computers, such as how to switch them on and off correctly.

4.6 Students and staff do not work at the computer for long periods of time without a break.

## 5. Security of the systems

5.1 The risks associated with having a large number of computers in school have been assessed and advice has been sought on the best form of security. The following steps have been taken to ensure the security of the systems:

The server/data rooms are locked at all times.

Firewalls are deployed to ensure attacks from external threats are blocked;

Load balancers are deployed to ensure Distributed Denial of Service (DDOS) attacks are mitigated;

Password hash encryption is used to ensure passwords are secure as they synchronise with cloud services.

5.2 In addition staff will not leave data or confidential information accessible on systems to which students have access.

## 6. Monitoring and Review

6.1 There is an annual review of this policy by the ICT Steering Committee. A major review involving all staff should take place every three years.

## 7. Acceptable Use of ICT Agreements (Code of Conduct)

7.1 If the school encounters a student or staff member who does not use ICT appropriately then one of the following Acceptable Use of ICT Agreements may be used by the school's leadership and management to help ensure acceptable use in future.

7.2 If the Acceptable Use of ICT Agreement does not resolve the student's or staff member's use of ICT then the School may use its policies on student's behaviour or the disciplinary policy for staff.

7.3 The Acceptable Use of ICT Agreements are set out in the following appendices:

Appendix A: Acceptable Use of ICT Agreement For Primary School Students

Appendix B: Acceptable Use of ICT Agreement For Senior School Students

Appendix C: Acceptable Use of ICT Agreement For Permanent Employees

Appendix D: Acceptable Use of ICT Agreement For Temporary Employees

Appendix A

Acceptable Use of ICT Agreement

Primary School Students

I will only use the school ICT equipment for learning in school and with my teachers' permission.

I will keep my password and login private.

I will not interfere with anyone else's passwords, logins settings or files on the computer.

I will not interfere with or delete other people's work or files.

I will always seek permission before downloading material from the internet or using materials I have

brought into school because I understand the risks from virus infections.

I will be careful when opening emails from people I do not know and I will ask an adult if I am unsure

whether to open it.

I understand that I should only publish material on the internet that is my own work.

I know I need permission to take someone's photograph or video them.

Any messages I post on within the BSM network or domain will be polite and responsible.

I will not send or forward messages or create material which is deliberately intended to cause upset to

other people.

I will inform an adult if I see or receive any unpleasant material or messages.

I know I must take care about giving away my personal information and making contact with people I

do not know using the internet. I will not give out my personal details.

I understand that the school may check my use of ICT and contact my parents if they are concerned

about my e-Safety.

I understand that if I do not follow these rules I may not be allowed to use the school computers or access the internet for a period of time and that this may apply even if the activity was done outside school.

I will only use my school email address when using email in school.

I will not give out my personal details, such as my name, address, school or phone number without my parents' permission.

I understand that meeting people in real life who I first met online is dangerous. If someone is asking to meet me in real life I will inform my parents or guardians immediately. I will not arrange to meet them by myself.

I will be careful with keyboards, mice, headphones and all other equipment, and when turning computers on or off.

I understand what is meant by e-safety and cyber-bullying and will ensure my use of ICT follows this policy at all times.

For parents:

I agree to support and uphold the principles of this policy in relation to my child and their use of the internet at home and at school.

I agree to hold the principles of the policy in relation to my own use of the internet, when that use is related to school, employees to the school and other students at the school.

## Appendix B

### Acceptable Use of ICT Agreement

#### Staff

I confirm that I have read and understood the ICT Acceptable Usage Policy and that I will use all electronic communication systems and equipment provided to me by the school and any personal devices which I use for school activity in accordance with the document. In particular:

Online communications:

1. I understand that the use of ICT is monitored on the BSM network and this does include the use of e-mail;
2. I will always use BSM email for work related activities;
3. I will keep emails that are not work related to a minimum, for essential use only;
4. I understand that the language and content of emails should be of an appropriate level expected

of any written communication at work and should ensure the good reputation of the school;

5. I understand that all emails on the school system may be regarded as 'public';
6. E-mail and internet should not be used to order materials or undertake any activity which incurs a cost to the school without procurement processes being followed;
7. I will use email with due consideration in relation to the avoidance of virus download/infection.

I will ensure that:

1. Posting messages must take into account the BSM Professional Code of Conduct<sup>1</sup>
2. To protect my own privacy I will use a school email address and school telephone numbers (including school mobile phone) as contact details for all work related communication;
3. I will use the school's communication systems responsibly;
4. When I communicate with parents on school related business, it will only be via the school's accredited/authorised systems via the correct channels.
5. I will only communicate with students through school authorised and monitored systems;
6. I will only use my personal mobile phone during non-teaching time; it will be kept on silent mode during lessons except in an emergency situation with the agreement of my line manager;
7. I may only record and use images / video of students in line with the school policy;
8. I take all reasonable steps to ensure the safety and security of school ICT equipment which I take off site and will remove anything of a personal nature before it is returned to school;
9. I take all reasonable steps to ensure that all laptops and storage devices are fully virus protected and that protection is kept up to date;
10. I will report any access to material which might be considered unacceptable immediately to my line manager and endeavour to provide evidence as needed.

1. As outlined in the BSM Contract of Employment

I confirm I have read the BSM Acceptable use of ICT Policy and will implement the guidelines indicated. In particular:

Confidential Data:

Confidential school information, student information or data which I use for school related business will only be stored on a device which is encrypted or protected with a strong password;

Computers will have a password protected screensaver and will be fully logged off or the screen locked before being left unattended;

I understand that I have the same obligation to protect school data when working on a computer outside school;

I will report immediately any loss of confidential information so that appropriate action can be taken;

I will not publish or share any information I have obtained whilst working in the school through any



non school-authorized channels or media including personal website, blog, social networking site or through any other means, unless I have permission from the school;

I understand that the school may monitor or check my use of ICT equipment and electronic communications;

I understand that by not following these rules I may be subject to the School's disciplinary procedures.