



Permitted Sanctions Policy

Staff Covered by this policy	All staff
Approved by and date	IEB 07/11/19
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Signed	
Date	07/11/19

Permitted Sanctions and Disciplinary Measures at Skilts School

In any child-centred environment, it is essential to ensure that the behaviours that are demonstrated by children are met with appropriate rewards, praise and controls. In an environment such as Skilts School, it is essential that adults working with children who display often extreme and challenging social, emotional and Mental Health difficulties, are in receipt of clear guidance on both acceptable and un-acceptable measures of control. The Schools Policy and Guidance on the use of permissible and prohibited disciplinary measures listed below must be complied with by staff at all times.

Always remember that as staff at Skilts School, we are often working in professionally challenging environments and with pupils who will push rules, boundaries and emotions to their limits. Our aim should always be to ensure good order is maintained via the use of appropriate positive reinforcements and the application of reasonable sanctions. Both these aspects should offer pupils an opportunity to learn from their behaviour and develop their own self-management strategies into the future. This can best be achieved by ensuring that pupils view sanctions as fair and reasonable to the behaviour shown.

This Policy document should be read in conjunction with the following school policies:

- Safeguarding Policy
- Behaviour Policy
- Whistle Blowing policy
- Complaints policy

Permitted Disciplinary Sanctions:

A sanction/punishment must be reasonable. In determining whether a punishment is reasonable, section 91 of the Education and Inspections Act 2006 says the penalty must be proportionate to the circumstances and that account must be taken of the pupils age, any specific educational needs or disability they might have and any religious requirements affecting them.

It is recognised that some form of sanction will be necessary where there are instances of behaviour, which would, in any social or group environment, reasonably be regarded as unacceptable. Before reacting to behaviour, adults should try to find an opportunity to check out with the child concerned, the reasons for their action. Often unacceptable behaviour can be prevented by the use of a verbal reprimand. The imposition of formal disciplinary measures should be used sparingly and in most cases only after repeated use of informal measures has proved ineffective.

It is the intention of this policy to support the authority of staff in applying reasonable expectations in line with the schools own five 'Behaviour Expectations' for example with regard to mealtime discipline, classroom management or general conduct around school. However there should always be a clear system, of rewards (verbal praise, commendations, extension of privileges etc.) to balance applied sanctions and disciplinary measures. It is not acceptable to operate individual/idiosyncratic systems of sanctions in school, all sanctions and disciplinary measures used within school must be agreed and authorised in line with this policy.

In normal circumstances, as already stated, children and young people should be encouraged to behave well by the frequent expression of approval by staff and by the appropriate use of rewards rather than by the extensive imposition of disciplinary measures.

Where sanctions are felt to be necessary, best professional practice indicates that these should be applied:

- as near to the event as possible,
- be relevant to the event e.g. time out to think about actions or a related short term removal of an activity in which a problem has occurred, and above all
- fair and reasonable to all concerned.

Children in a special school such as ours are potentially likely, to be confronted over their actions by numerous adults, this often serves merely to compound misbehaviour and undermine the child's self-esteem. Staff should appreciate when a misdemeanour is dealt with and reasonable sanctions complied with, it is time for all to move on. Avoid revisiting previously addressed behaviours when applying sanctions.

The measures approved for use in the school should be appropriate to the age and circumstances of the individual child concerned as previously stated.

Appropriate Sanctions/Measures to be used in school are:

- Verbal reprimands
- Parental/home contacts to inform and discuss behaviour
- Paying back a reasonable proportion of time that has been lost to negative behaviours
- Organised supervised detentions during the school day and, with approval from SLT who will seek approval from parents /carers, after the school day
- Reparation/ Restitution, e.g. putting things right or repairing the damage done
- Curtailment of leisure extras/time, e.g. missing short periods of free-time.
- Restriction of activities, e.g. short term withholding of specific activities
- Re-instating/reparation, e.g. tidying up of areas messed up by pupil
- Use of increased supervision levels. e.g. expectation of staying in sight of staff members
- Restriction of areas to use/directed time in specified areas for short periods
- Separation of pupils short term, to promote safety or good order
- Removal from group or area of difficulty due to high risk behaviour, (in rare circumstances this may necessitate appropriate physical intervention in line with the power to use reasonable force to prevent pupils committing an offence, injuring themselves or others, causing damage to property and to maintain good order and discipline in the classroom). Outcomes may include:
 - a) Removal to be away from other pupils to consider their personal actions
 - b) Removal with staff member away from the situation
 - c) Removal to another member of staff, for example pastoral support or an alternative class.
- As previously referred to, where events have been serious enough to warrant it, Parents/Carers will be informed of negative behaviour by the school staff. In the event of persistent or more serious behaviour issues a meeting may be arranged to allow for discussion and a future plan of action to be formed.
- Internal exclusion – maintained within school but not within normal expected groups and classes
- External exclusion – excluded from school for a set time period

The recording of significant behaviours and outcomes are entered on the schools electronic incident recording system by staff. (SLEUTH)

2. Prohibited Sanctions and Disciplinary Measures are:

The following are not permitted for use as sanctions at Skilts School under any circumstances:

1. Corporal punishment of any kind;
2. Deliberately hitting a child in any way
3. Restraint or Physical Intervention as a sanction or only to gain compliance. Physical intervention must only ever be used in the best interests of the individual child, never as a sanction.
4. Deprivation of food or drink;
5. Enforced eating or drinking;
6. Use of medication, or withholding of medication or medical treatment;
7. Restriction of outside visits to pupils or restrictions on communication;
8. Requiring pupils to wear distinctive or inappropriate clothes;
9. Deprivation of sleep;
10. Imposition of fines apart from reasonable contributions to damage caused (This must always be discussed and agreed with parent or Carer and Head Teacher);
11. Intimate personal searches;
12. Use of physical accommodation to restrict liberty e.g. locked doors
13. Withholding of aids or equipment needed by a child;
14. Any sanction or disciplinary measure that could be seen as deliberately belittling or demeaning to a child or one that is clearly intended to cause pain or discomfort of any kind.

Any concerns regarding the information given in this Policy should be raised with the Head Teacher. Any member of staff who is unsure about their duties with regard to this policy and its contents must ensure that they have addressed this with the Head Teacher.

All staff are required to follow the expectations of this policy and ensure that their daily working practice does not fall outside these expectations. Failure to comply with the direction of this policy could lead to disciplinary action or in the case of more serious breaches of policy, referral outside the school.