

Managing and Supporting Positive Behaviour Policy

2019



STUART ROAD

PRIMARY ACADEMY

growing every day

Rationale

The school's Managing and Supporting Positive Behaviour Policy aims to promote an environment where everyone in our school community feels happy, secure and safe to learn within an ethos of mutual respect. This policy is designed to promote and **explicitly teach good behaviour**, rather than merely deter anti-social behaviour.

At Stuart Road, behaviour is understood neuro-scientifically as a communication of unmet need or as an adapted, defensive stress response. The understanding that children learn best within positive, trusting relationships informs our approach to managing and changing behaviour and we expect staff to work to identify the need and provide developmentally appropriate support to remove these barriers to successful engagement in school life.

Parents are an integral part of our school community and play an important role in supporting, modelling and reinforcing our expectations. We will work in partnership to inform and consult with parents in order to support acceptable behaviour both in school and at home.

The management of distressed behaviour and the support offered to the child is the responsibility of every member of our school community. A consistent, whole school approach offers predictability, containment and safety. All adults work in partnership to model, reinforce and support our expectations. Our relationships with each other as staff and how we interact with our children, model our expectations for behaviour across our community.

At Stuart Road Primary Academy, we expect the highest standards of behaviour and we make a point of acknowledging, praising and rewarding behaviour that is good. We understand the importance of 'feeling safe' in promoting social engagement and learning. Our focus is to ensure that all pupils feel safe within the school and develop positive, trusting relationships with all members of the school community.

Aims and Objectives

We aim to ensure that discipline teaches, supports and reinforces the skills and behaviours a pupil needs to succeed in learning. Our differentiated response to behaviour recognises that our children are unique and individual and that some will require additional support in order to achieve the high expectations we have for behaviour for all children.*

We aim to actively promote high self-esteem and high aspirations for all pupils, through an ethos that values every child. For children, being able to manage and understand their emotions, to apply thinking between feeling and action, and to increasingly show empathy and understanding to others is core to our work.

We believe that high expectations are an important factor in achieving excellent behaviour and fostering positive attitudes within our school. The adults in our school are familiar with this policy and know that they have a responsibility to model high standards of behaviour, both during interaction with the children and with each other. We acknowledge that our example has an important influence on the children.

Clear, timely and constructive feedback is essential for pupils to develop appropriate behaviours and our approach aims to deliver this calmly and consistently at a time when the child is most receptive to this.

Any response to a child's behaviour should be informed by the principle, 'what is the child learning from my response and how does this support them to behave well in the future?'

Trauma Informed Schools UK

An understanding of trauma and childhood adversity underpins our approach to relationships within our school community. We are committed to ensuring that our school develops a Trauma and Mental Health Informed Approach to ensure that all our children develop positive mental health and resilience, enabling them to fully engage in life and learning. There is a growing body of research and understanding of the impact of Childhood Adversity on long-term mental and physical health and the protective factors that mitigate the potential impact. It is our aim to maximise the protective factors of school by creating an environment of safety that has strong, positive, supportive relationships at its heart.

Whole School Approach

We have embraced a wider definition of trauma to encompass any event that is experienced as frightening, painful or out of control, characterised by there being no one available to support or mitigate the impact of traumatic toxic stress. As such, even the day-to-day exposure to events such as divorce, loss of a loved one, illness within the family, preparing for an exam, moving house can be experienced as traumatic. Children and adults can be affected by toxic stress. Providing an environment that has safety, connection and compassion at its heart ensures that our Academy environment never unwittingly re-traumatise any of our community members and act to maximise protective factors through the conscious use of our relationships.

**Discipline, derived from the Latin word, disciplina, which means instruction, and derives from the root 'discere', which means to learn.*

Guiding Rules - Ready Respectful Safe

1. Ready to learn
2. Respectful to others
3. Safe in all contexts

These rules will be clearly displayed in each classroom and around the school.

Our agreements are expressed positively. This underlines our understanding that children learn best within positive, trusting relationships. Pupils spend time exploring in an age appropriate way what the expectations mean through a variety of ways e.g. stories, Circle Time, drama, photographs, dance, art, PSHE, TIS activities, including whole class TIS activities, whole school values etc.

Adults recognise their changing role from assertive to supportive care, developing pupil's insight and language of sensations and emotions, building understanding of self within a community based on inclusion and acceptance.

What we do

In order to achieve the above we will:

- Explicitly teach the Ready Respectful Safe ideals and why they are important
- *(communication)*
- Provide opportunities for children to be active participants in their own learning and development *(behaviour for learning)*
- Clearly state the boundaries of acceptable behaviour *(rules)*
- Respond promptly, developmentally appropriately and consistently to children who test these boundaries *(expectations)*
- Promote good behaviour in a positive way *(rewards)*
- Understand and respect the experiences and feelings of our children, particularly where their individual needs make learning and personal development more challenging *(inclusion)*
- Work with parents where additional support is needed or to celebrate positive achievements and progress through our open and respectful partnerships *(partnership)*
- Keep records of rewards and sanctions to identify strengths and areas for development as the basis for effective action *(self-evaluation and school improvement)*

Our positive approaches to behaviour involve us 'noticing' and rewarding good choices, being explicit in descriptive feedback and praise, providing reward as reinforcement.

TIS and RTime and the programmes of study in PSHE all provide examples of skills and vocabulary for adults to use to encourage learning in this way.

Special celebrations, Roles and Responsibilities:

Social learning is encouraged by pupils having the opportunity to praise each other. Peer praise is very meaningful for pupils. Older children acting as role models, for example, lunchtime encourages positive interactions and aspirations.

Assemblies and all class-based lessons provide high quality opportunities for praise linked to deeper learning.

Assemblies involve an element of positive praise and celebration, with each teacher giving explicit praise, along with celebrations such as

Headteacher's Award, Writer of the Week and the cube system of reward.

We recognise the importance of positive comments, respectful interactions and role modelling for the children.

Our positive approaches are based on understanding that pupils are learning how to manage themselves with the added complexity that they are doing so within a community of other learners who might not yet be skilled. This clearly suggests that triggers and challenge will arise, which will need to be managed. Children will be supported in self-regulation and this represents that good learning has taken place.

Rewards

Every effort will be made by all staff to praise each and every child for their work, effort, attitudes, behaviour and achievements. The chart below gives an indication of the frequency and type of rewards.

Rewards are never to be taken away once earned.

Frequency	Behaviour	Implications
Daily	Keeping Ready Respectful Safe Any praiseworthy Behaviour linked to our mindsets	Praise / Recognition Board Cubes in the jar
Weekly	Very good behaviour for learning	Writer of the week Headteacher Awards

Good Routines

Our expectations of good behaviour must be within the context of an orderly school day. It is essential that we consider each aspect of the children's day. This includes:

- The learning environment - tidy, interactive, stimulating and celebratory*
- Classroom organisation - so that the basic needs are met and children can find what they need*
- Routines for the school day - planned, understood by children, minimum fuss and time wasted*
- Movement around the school - quiet and calm*
- Time keeping - lessons, playtimes, beginning and end of the day,*
- Assemblies- a time for communal celebration and quiet reflection - children and adults to enter and leave silently.*

Staff responsibilities

- Ensure that there are good routines (see above)*
- Ensure that you are consistent, friendly and professional at all times*
- Remain calm*
- Aim to be positive at all times by seeking out and rewarding the good*
- Regularly discuss RRS and why they are important*
- Explain why certain behaviours are not acceptable using the TiS approach*
- Be consistent about praise and rewards as well as when supporting positive behaviour*
- Be aware of individual needs.*

Playtime and Lunchtime Staff

As above, plus:

- Be active and engaged with the children*
- Be aware of the main problem areas (places, times, individual children, etc.)*
- Be active in your supervision*
- Aim to return the children to class in a calm and orderly manner so that they are ready to learn.*

Classroom Staff

As above, plus:

- Operate the Class Rewards System
- Support Playtime and Lunchtime Staff by being on time to collect your class and ensuring that we maintain our high standards of moving around the school.

Senior Leaders

As above, plus:

- Monitor the patterns of recorded behaviour for their phase (EYFS, KS1, KS2)
- Identify the main problem areas (places, times, individual children, etc.)
- Discuss and agree changes in order to reduce the number or range of concerns - keep a record of the impact of any changes
- Support teachers in your phase when a parent meeting is required
- Support staff in the implementation of the policy
- Take prompt and decisive action to deal with areas for development.

Post incident

- At a point when the pupil is fully regulated there will be some reflection and analysis of the behaviour.
- Making the child aware of the physiological clues of what is happening within their body and in their actions. Say what you see, labelling the emotion that you see.
- Shine the light on the behaviour that was inappropriate. E.g. 'It's okay to feel cross, but it's not okay to...'
- Refocusing the behaviour. What can we do next time to support you to behave differently?

This is the point when there will be an agreement between the pupil and adult about what should happen as a consequence.

It is important that **any consequences are developmentally appropriate** and are designed to **support children to learn** about both their physiological response to challenge and difficulty and how better to manage this in the future. Consequences should not be punitive, shaming or detrimental to the child's view of themselves.

Restorative approaches

When an incident between children occurs, we need to try to:

- Give the child/ren time to calm down before speaking to them*
- Listen to each child explaining what has happened including any witnesses if possible*
- Ask anyone who has been at fault what should have happened and what they would do differently next time*
- If developmentally appropriate, we should support the child to apologise. If this is not appropriate, adults will need to apologise on their behalf, modelling good practice.*

Consequences

We want children to be aware that for poor behaviour, there are consequences. For children who have age appropriate emotional and social skills this will be in the form of reflection and restorative time with the adult. There may also be 'natural' consequences of their action, for example using lunchtime or break to complete their work. Support and opportunities to change inappropriate choices are always given.

However, if the pupil shows no willingness to do so, then the reflection/restorative time will follow at the next available break. A member of staff will speak to the parents or carers should it be appropriate. Staff are aware that parents should be kept fully informed and communication is clear and consistent.

The Severe Clause

In our behaviour plan, a severe clause is in place so the school and children know what behaviour will not be tolerated in school.

The following are incidents that may lead directly to internal or external exclusion:

- Persistent, serious or offensive verbal* or physical abuse of a child
- Verbal or physical abuse of an adult
- Dangerous behaviour (likely to result in a serious harm or accident)
- Deliberate damage to property
- Open defiance
- Leaving the school site without permission.

A decision to exclude a pupil should only be taken:

- In response to a serious breach, or persistent breaches, of the school's behaviour policy
- Where allowing the pupil to remain in school would seriously harm the education or welfare of the pupil or others in the school.
- Inclusion
- It is our aim to be a fully inclusive school. Permanent exclusion or a managed move (following statutory guidelines) would be the ultimate sanction, used only when all other avenues of behaviour management and support have failed to have an effect. If a child's needs cannot be met at Stuart Road Primary, we would expect to look for a suitable setting for that child rather than excluding them.

Review

This policy is to be reviewed every two years by staff, governors, parents and pupils.

Conclusion

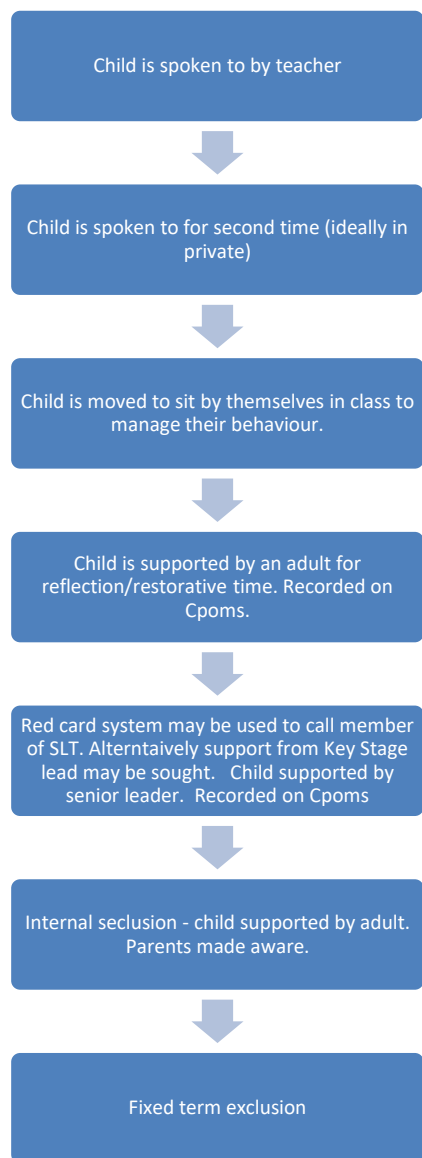
Our core aim is to recognise and encourage good behaviour and effort in order to promote a safe, positive and happy learning environment. We wish to develop a sense of community where everyone feels valued and motivated in an orderly, relaxed and successful learning environment.

The following flow chart is to support your management of behaviour at Stuart Road Primary.

As you can clearly see, there is an escalation of intervention based on the behaviour of a given child. Although the process should be followed in a sequential manner, we understand that at certain times we may need to move to a higher level on intervention.

This process should always link to our managing behaviour policy and look to reintegrate the child as soon as is possible and begin the restorative approach.

Appendix 1



Appendix 2

Trauma Informed Schools for Students and Supply Teachers

Approach

At Stuart Road Primary Academy, we use a relationship and trauma informed approach to managing behaviour. We aim to promote an environment where everyone in our school community feels happy, secure and safe to learn within an ethos of mutual respect. Behaviour is understood neuro-scientifically as a communication of need. We have both a 'Managing and Supporting Positive Behaviour Policy' and a 'Relationship Policy' - both of which can be obtained from the school office if further information is required.

Rules and Recognition Boards

At Stuart Road, we have high expectations for behaviour and there are three clear school rules that permeate all areas. These rules are 'Ready', 'Respectful' and 'Safe' and we make a point of acknowledging, praising and reinforcing these behaviours. Each class has a Recognition Board and children's names are added to this when displaying ready, respectful and safe attributes. The aim of the Recognition Board is to have all children's names displayed - when this happens a class celebration takes place (a collective 'whoop' is enough). Once this is achieved, the Recognition Board is re-set and started again. We do not advocate any shame based systems such as red, amber, green systems as we recognise that these systems can be re-traumatising for some children.

Rewards - Cubes in the Jar

At Stuart Road, we also operate a 'cubes in the jar system' and teachers are encouraged to present cubes for positive behaviours. Cubes can be awarded for the following:

- Whole class behaviour - lining up, being on task, teamwork (up to 3 cubes in total for the whole class)
- Individual behaviour- behaviour or learning dispositions (these need to be explicitly named and 1 cube for each display to be allocated)

- Cubes and any other rewards must under no circumstance be taken away.

Hints

There are some helpful hints that will support you to follow our relationship and behaviour policies successfully.

Always talk to the children using a calm and kind voice

Ensure children feel safe and secure within the classroom and encourage them to stay within the classroom

Avoid shaming children by making them say sorry, or talking about them negatively in front of them or their peers or other adults

Provide a calm and warm presence and ensure that body language is non-threatening and engaging

When managing behaviour the following phrases can be helpful:

- I wonder if...
- I can see that you are feeling...
- I understand that...
- Help me to understand

Specific Needs

It is always helpful to possess good understanding of children's needs and there are Pupil Information Profiles for children with specific needs. Each class has children with PIPs so please ensure that you have read the information and adopt the strategies suggested. There are also a small number of children who have Individual Behaviour Support Plans with developmentally appropriate guidance that must be followed. All of this information can be obtained from the school office and from your colleagues in KS1 and KS2.

Consequences

For all children there should be boundaries that are applied in a supportive, matter of fact, non-punitive way and clear, timely and constructive feedback is essential if these boundaries are being stretched. At times there may also need to be restorative conversations if there have been undesired behaviours as our aim is to explicitly

teach and reinforce positive behaviour. Restorative conversations are best undertaken by an adult who knows the child best and only when the child is fully regulated. If this is the case, please speak to your KS lead. At times, it may also be that there are natural consequences to children's behaviours such as staying in at lunchtime for a short time to complete work but these consequences should not be punitive, shaming or detrimental to the child's view of themselves.

Challenging Incidents

If there are any incidents that you are struggling to deal with please work alongside other staff from your Key Stage to support you. Mrs Becky Cartlidge is the lead in KS1 and Mrs Andreea Ioja is the lead in KS2. We also have a support system to be used in challenging circumstances only and if needed a red card (or verbal red card) is sent to the office asking for support from the Senior Leadership Team. This should only happen if you have consulted your KS lead about taking this course of action.

In Summary

In summary, we hope you can adopt our **PRRR approach** when working within our school. This is - Protect, Regulate, Relate, Reflect.

- **Protect** - use of body language, tone of voice, supporting children with situations that they are not managing
- **Relate** - labelling children's feelings for them, empathising
- **Regulate** - listening, supporting children to find the words for their feelings, understanding children's feelings and emotions
- **Reflect** - problem solving (what went wrong), supporting children to talk about the emotions that they felt and where in their bodies they felt them.

Many thanks for your support and we hope you enjoy working with us at Stuart Road Primary Academy!