

# Bearwood Primary and Nursery School



“Learning, Enjoying, Succeeding Together”

## Behaviour Policy

**Updated:** Autumn Term 2023

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## Behaviour Policy

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## 1) Purpose and Intent

At Bearwood Primary and Nursery School we believe that at the heart of effective teaching and learning is the quality of the relationship between the pupils and their teacher based on mutual respect.

As a school we adopt a Trauma Informed approach when supporting pupil behaviour. Therefore, this policy must be read in conjunction with the Relationship Policy.

**The aims of this behaviour policy are to support the following outcomes:**

- To create a safe and calm environment where all children feel secure and happy.
- To encourage all children to be self-disciplined and to have high expectations of themselves
- For pupils to take responsibility for their actions and maintain high levels of self-control
- To nurture high, personal self-esteem and to take pride in their school, achievements and environment.
- To ensure behaviour demonstrates respect for all and recognises the value and contribution of others.
- To promote fairness and to show care and concern towards others.
- To develop skills and positive attitudes beyond the primary years in preparation for the next stage in education

## 2) Bearwood Learning Goals

At Bearwood Primary and Nursery School our pupils strive to meet the goals outlined below. These goals underpin the schools' values and this behaviour policy. All pupils will leave Bearwood as an; ***Independent Learner, Confident Communicator, Global Citizen and Ambitious Achiever***. These goals shape the culture, ethos and climate of the school.

## 3) Leadership & Management

### Roles and responsibilities

All stakeholders play a part in creating a culture and ethos to meet the aims set out above. Only working together will achieve a calm and purposeful learning environment.

### Governors

- The governing body must ensure that this policy is designed to promote good behaviour and used consistently.
- To hold senior leaders to account to ensure that there is a clear impact from the policy.
- Analyse and question exclusions data, including numbers and repeat exclusions.
- Consider consistent use of behaviour policy, register and coding, interventions to support those at risk of suspension/Permanent Exclusion, repeat suspensions, variation in data and rolling averages, timing of Permanent exclusion (and possibility of off-rolling), understanding characteristics of excluded pupils and use and effectiveness of Alternative provision.

### Headteacher and Leadership

- Support all staff and pupils to reach the aims of this policy.
- Create a safe and nurturing culture across the school.
- Organise or deliver CPD to support the use of positive behaviour strategies.
- Be visible and the available person for staff, pupils and parents.
- Report behaviour data to governors.
- Forge links with relevant external partners.
- Support the SENCO with referrals to outside agencies.

### Teachers and school staff:

- Create a safe and nurturing environment built on mutual respect.
- Report concerns to parents and SLT in a timely fashion and include the SENCO or pastoral team when needed.
- Organise and hold both formal and informal meetings with parents about behaviour.
- Be the emotionally available adult to support pupils in their class.
- Adhere to the behaviour policy when giving praise and issuing consequences.
- Log relevant behaviours on Bromcom and give rewards/consequences according to this policy.

### Parents:

- Inform the school of any circumstance that may affect behaviour of their child.
- Speak to the teacher or a member of SLT if they are concerned about the behaviour of another pupil.
- To approach the school, rather than another parent, when concerned about the behaviour of their child.
- Show an interest in all that their child does in school and continue to educate their child at home on social expectations.
- Foster good relationships with the school and support the school in the implementation of this policy.
- Make their child aware of appropriate behaviour in all situations and to be aware of the school rules and expectations (see also Home School Agreement).

### Pupils:

- With the teacher create class a charter/rules underpinned by the school's vision and values.
- Adhere to the charter and accept their actions.
- Support their peers to live and breathe the vision and values.
- Raise concerns or ideas about how to improve behaviour with the school council or their teacher.
- Transition around the school in a calm and purposeful manor (assembly, getting coats etc).

### Pupil Responsibilities

We encourage children to have “jobs”, important roles and responsibilities including: School Council Representatives, Office Angels, Librarians, Lost Property Monitors, Uniform Monitors, Cloakroom Monitors, Ground Controllers, Art Room Elves, Boot Room Monitors and Assembly Monitors.

### Monitoring and Evaluation of behaviour

The senior leadership team monitors behaviour on a regular basis by communicating with class teachers and other staff, carrying out observations and learning walks and analysing behaviour events. Evaluations of behaviour events are also carried out termly, in order to adapt practice where necessary. This monitoring and evaluation ensures that the graduated response has been followed, that school and home, work together to support behaviour and understand patterns of behaviour. A breakdown of logged behaviour incidents will be provided to the governors on termly basis.

## 4) School systems and social norms – A consistent approach

### Expectations and Responsibilities – Consistent minimum expectations

	Consistent minimum expectations		
	Leaders	Staff	Pupils
At the start of the day	Pupils should be welcomed into school. This includes the SLT being visible at the gate.	Pupils should be welcomed into the classroom.	Pupils will welcome each other appropriately and respectfully.

On arrival	SLT will ensure that staff are fully briefed for the day so that they can be organised and prepared.	Adults will be organised for the day's teaching and learning in advance of pupils arriving.	Pupils walk calmly straight into the classroom. They put belongings away and start their early morning activity.
End of playtimes / end of lunch time	SLT will be a visible presence across the school at transition times.  SLT will celebrate staff, leaders and learners whose effort goes above and beyond expectations.	Teachers need to be out promptly at the end of playtimes/lunchtimes and be proactive in ensuring children are ready to go into class.	Pupils will line up quietly and walk into class without talking. All pupils will return to their class at the end of playtime.
Transition	Leaders will support staff in managing learners with more complex or entrenched negative behaviours.  Leaders will regularly review provision for learners who fall beyond the range of written policies.	Teachers will reiterate expectations to pupils at each transition.	Pupils are expected to walk calmly in the corridors without talking.
Playtimes/ Lunchtimes		All staff, including MDS are proactive in responding to incidents, following this policy. Adults speak respectfully to children.	Pupils eat calmly and without raising their voices. Sensible walking around the dining room / classroom. Pupils ensure they have cleared their space when they have finished eating. Pupils will act in a way that keeps themselves and others safe at all times. Pupils speak respectfully to staff. All pupils will return to their class at the end of lunch.
Toilets		Adults will make sure they monitor use of toilets to ensure pupils do not go in groups.	Pupils will ask before going to the toilet and will only go with permission. They will behave safely and sensibly in the toilets.
Lesson time		Adults will make their expectations clear, both with the learning outcomes they expect and the learning behaviours they expect to see. They will make reasonable adjustments for pupils as appropriate.	Pupils will work quietly enough that others are not disturbed. They will actively listen to instructions and follow them appropriately. They will follow all requests to keep themselves and others safe, including staying with their class.

### Class Behaviour Charters

Classes agree a Class Behaviour Charter that all children and teaching staff sign at the start of the academic year. This will set out what it means to be an **Independent Learner, Confident Communicator, Global Citizen and Ambitious Achiever** at Bearwood (see Appendix 2 for linked values). Then teachers will routinely talk to pupils about the school expectations, celebrations, sanctions and behaviour policy, especially at the start of each short term. The children will also be reminded of these whenever it becomes necessary during the day, week or term. All classes must display the behaviour expectations, a behaviour chart, celebrations and sanctions. The children should be reminded of these regularly and be able to say and explain the expectations of the Bearwood Learning Goals.

### Praise at Bearwood Primary and Nursery School

We recognise that one of most important aspects of our learning environment is the recognition and positive rewards received as this encourages good behaviour. We acknowledge positive efforts and success by praising pupils and

building mutual respect between staff and pupils and amongst peers. All praise and reward offered is linked to the vision and values and aims to encourage intrinsic motivation.

Praise sits in three broad areas at Bearwood Primary and Nursery School:

- Whole school house point system
- Individual house points
- Whole class recognition board

These systems operate in Years 2-6 with EYFS and year 1 operating a more immediate gratification approach (see Appendix 1). Year one is expected to transition to this system with the judgement of the class teacher and in line with the needs of the cohort. All praise is focused on the vision and values (see appendix 2) and can be in the form of; a house point, verbal praise, teacher or SLT certificate or a message to parents.

Whole School House Point system	All pupils are assigned a House from the start of their Bearwood Journey. House points are given for meeting the school learning goals from year 1-6 (see Appendix 2). At the end of each half term the winning house or the houses above 1000 house points will receive a reward which may include; a movie afternoon, non-school uniform day, a bring a toy afternoon or special picnic. A weekly tally of house points is shared with pupils in assembly.						
Individual house points	<p>Although pupils contribute to the team house reward, we recognise that individual effort needs recognition therefore pupils will receive merit certificates as below. These will be monitored by class teachers and shared in a half termly praise assembly. Teachers have autonomy in breaking down this system within their class if they wish. The pastoral team is available to support with this.</p> <table border="1" data-bbox="767 936 1158 1028"> <tr> <td data-bbox="767 936 911 987">Bronze</td> <td data-bbox="911 936 1046 987">Silver</td> <td data-bbox="1046 936 1158 987">Gold</td> </tr> <tr> <td data-bbox="767 987 911 1028">50</td> <td data-bbox="911 987 1046 1028">100</td> <td data-bbox="1046 987 1158 1028">150</td> </tr> </table>	Bronze	Silver	Gold	50	100	150
Bronze	Silver	Gold					
50	100	150					
Whole Class Recognition boards	The class will agree on a shared target/s linked to the vision, value and learning goals. For example, a class may need to focus on following instructions. When this is observed by teacher the child's name will be added to the 'board'. When all names are added onto the board, the 5-minute reward will be given. E.g extra trim trail time. The target, reward and length of target will be determined by the class and class teacher (e.g. the target can change for different lessons dependent on the needs of the class at the time).						

Our school recognises that encouraging and praising positive behaviour will promote a caring atmosphere and ethos for all to work in. It is important to provide praise at every possible opportunity.

All adults can choose to use the following to support our school learning goals and linked values:

- Praise from adults and each other
- Stickers
- A message home on Marvellous Me or via a Post Card
- Class points, e.g. marbles in a jar, working towards a class treat – this could be linked to the recognition board.
- Each week, class teachers select 2 children for displaying one of the goals that week. These names are then published the following week in a 'Marvellous Me' newsletter sent out on Mondays.

**VIPs**

Children who go above and beyond consistently may be selected by their class teacher to be a VIP. VIPs are announced in Monday assemblies where they are given a VIP jumper to wear and attend a party to celebrate their achievements.

Active listening and consistently trying their best can be celebrated through:

- Sharing good work in class and with other adults
- Sharing good work in Celebration Assembly

## Strategies for supporting positive behaviour - Consequences

At Bearwood we use a graduated response to ensure the right support is used to support those children who are unable to meet the behaviour expectations. All teaching and non-teaching staff respond to disruption of learning in a predictable, prompt and assertive manner aiming to deter, prevent or improve the behaviour. Following a trauma informed approach, staff should ask themselves ‘What has caused this behaviour?’ and follow the below procedures to ensure that pupil can remain in the right zone for learning.

In addition, staff must report major incidents, e.g. persistent or malicious bullying, racial or sexual harassment, to the Senior Leadership Team the same day that it is discovered and log this on Bromcom and the Hamwic incident form.

When a pupil is not following the school expectations for behaviour, **all** adults will:

Stages of behaviour management	Each lesson is a fresh start
Verbal Reminder	Children are reminded of Learning Goals/charter and are supported to correct behaviour through discussion and dialogue as well as use of praise and PACE. Delivered privately where possible. Repeat reminders if reasonable adjustments are necessary.
Verbal Caution	A reminder of expectations delivered privately, wherever possible, making the pupil aware of their behaviour and clearly outlining the consequences if they continue. Use the phrase, ‘Please ensure that you think carefully about your next step.’
Moving place	If behaviour persists, children may be re-seated and moved within the classroom for the duration of the lesson or until regulated.
First yellow card - Time Out in class  <i>The teacher to decide if 5 minute is to be made up at break due to the loss of learning</i>	‘Reflection time’ in class up to 5 minutes / recorded on Bromcom. Each classroom to have reflection space set up. This may be linked to the Zones of Regulation.  A child may be told: <i>‘You seem to be in the yellow zone, this is not the best zone for learning. Therefore, you will need to take 5 minutes to get ready for learning.’</i> Or <i>‘You have not met the expectations of being an <b>independent learner</b> as you are talking to other pupils. Therefore, you have been given this yellow card to help you get back to the correct learning zone by taking time to reflect on what needs to change.’</i>
Second yellow card – a removal from class	‘Reflection time’ out in partner class for up to 10 minutes /recorded on Bromcom. Pupil to make up learning time in playtime and parent notified.
Repair	This might be a quick chat at breaktime or a more formal meeting. If a child has missed learning and needs to ‘pay back’ the learning then this can be orchestrated by the adult.
Red Card - a removal from class	Child sent to SLT- Incident to be recorded on Bromcom by class teacher or adults involved and parents notified. A red card can be issued without the escalation (see below).

### Removal from class

Removal (red card) is where a pupil, for serious disciplinary reasons, is required to spend a limited time out of the classroom at the instruction of a member of staff (for time longer than ten minutes a member of SLT must be informed as this is categorised an internal exclusion). This is differentiated from circumstances in which a pupil is asked to step outside of the classroom briefly for a conversation with a staff member and asked to return following this. As a school, we collect, monitor and analyse removal data internally in order to interrogate repeat patterns and the effectiveness of the use of removal.

The use of removal allows for continuation of the pupil’s education in a supervised setting. The continuous education provided may differ to the mainstream curriculum but will still be meaningful for the pupil. Parents are informed on

the same day if their child has been removed from the classroom. Where this is over a ten-minute period then a letter will be sent to the parents as an internal exclusion.

Removal is distinguished from the use of separation spaces (sometimes known as sensory or nurture rooms) for non-disciplinary reasons. For instance, where a pupil is taken out of the classroom to regulate his or her emotions because of identified sensory overload as part of a planned response or kept in at break time for support with learning.

Removal should be used for the following reasons:

- To maintain the safety of all pupils and to restore stability following an unreasonably high level of disruption
- To enable disruptive pupils to be taken to a place where education can be continued in a managed environment
- To allow the pupil to regain calm in a safe space.

## **Restorative Conversations**

If pupils reach the second yellow card or red card, a restorative conversation is carried out. This may happen during the lunchtime with SLT/Pastoral Lead or in the case of a suspension it may also be held during a reintegration meeting with parent/carer. It is important that this conversation is held with the adult involved or supported by an adult if it is between pupils, so that there is a strong connection made. Some incidents need to be resolved with a restorative approach. When appropriate, this is often the process to meet everyone's needs.

This process takes the form of 5 questions:

- 1. What happened?**  
Listen carefully and dispassionately to the child's account without interrupting or disagreeing. It is equally important to give your own account from your perspective.
- 2. What were you thinking at the time?**  
This reflection helps the pupil to reconsider their actions and replay their thought processes.
- 3. How did this make people feel?**  
The pupil might have been unaware of how other people reacted to their behaviour.
- 4. What should we do to put things right?**  
It might take the pupil time to get to this point. Don't force it and explain that there is an expectation that the apology will come with time. Follow up.
- 5. How can we do things differently in the future?**  
Help the pupil recognise when their behaviour pattern begins.

With younger pupils or pupils that struggle with this we focus on:

- Who else has been affected?
- What can we do to make things right?

An apology shouldn't necessarily be the outcome of the conversation as it does not necessarily reflect an understanding of the behaviour and isn't always helpful. Although actions have outcomes (consequences), pupils are not always acting out of choice. Sometimes they are engaging in survival behaviour and it is an unconscious process.

A folder of '2<sup>nd</sup> Yellow Card' restorative conversations are kept in each classroom to help staff unpick the reasons behind the behaviour. Children may also refer back to these as a prompt to support them with their behaviour moving forward. A folder of 'Red Card' restorative work is kept in the SLT office. SLT will monitor the content of all folders to review any patterns or concerns.

## **Playground/lunch time expectations**

As part of our ethos, all staff are expected to be proactive in managing and dealing with behaviour. To foster good relationships, MDS staff will consistently 'catch pupils being good' and share this with them. In the playground we have the same high expectations of behaviour that we do in the classroom. Pupils will be supervised by members of the school's lunch time team. They will support children through the same PACE strategies used in the classroom. MDS staff are encouraged to hand out praise, stickers and class points in line with the whole school rewards system.



Behaviour incidents should be managed at lunch time in line with the policy, with the same stepped approach.

Action	Explanation
Warning	The staff member reminds pupil of the school learning goals and expectations.
Yellow Card	Changing game or moving to another area of the playground.
Second Yellow Card	Time out – up to 10 minutes in the time out zone or with the adult issuing the time out – <b><i>The class teacher must be informed and behaviour logged on Bromcom.</i></b>
Red card	Send to a member of SLT – Child on child Abuse - this may include physical violence, swearing, racism or homophobic behaviour

### Monitoring consequences

Where pupils miss time from their playtime or lunchtime as a consequence, staff record this information on Bromcom. This information is collated half termly by the DHT and identifies patterns and trends each half term. The DHT oversees this data. Where pupils miss a lunchtime as a consequence with the SLT/Pastoral Lead, they will record this information. SLT regularly monitor these trackers to see patterns and trends.

MyConcern is used to track all severe behaviour incidents, including incidents of racial or prejudicial language and child-on-child abuse. All incidents are monitored by the SLT, including the Headteacher who is the Designated Safeguarding Lead. Parents are informed of any incidents of severe behaviour and a meeting may be called to explore further. Where pupils have an individual Behaviour Response Plan, their behaviour is monitored weekly. A record is kept of the number of incidents, potential triggers and how they are progressing with their targets. The DHT monitors and reviews this weekly with the child.

### School trips

The school reserves the right at any time to withdraw any pupil from a trip if they are involved in any behaviour which we deem does not live up to our behaviour policy and would become a health and safety risk. The pupil will be offered an alternative classroom in which to learn for the time in which the trip is taking place. This decision will be made by SLT and the parents/carers will be informed five days before the trip or activity if there are concerns regarding behaviour. Where possible, where the risk is deemed high, we will work with the family to enable them to support the pupil as a 1:1 and to follow a thorough risk assessment.

### Power to discipline beyond the school gate (including online)

Teachers have a statutory power to discipline pupils for misbehaving outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives Headteachers a specific statutory power to regulate pupils' behaviour in these circumstances 'to such extent as is reasonable'. Subject to the school's behaviour policy, the teacher may discipline a pupil for any misbehaviour when the child is:

- Taking part in any school-organised or school-related activity
- Travelling to or from school
- Wearing school uniform
- In some other way identifiable as a pupil at the school.

Or misbehaviour at any time, whether or not the conditions above apply, that:

- Could have repercussions for the orderly running of the school
- Poses a threat to another pupil or member of the public
- Could adversely affect the reputation of the school.

Any incidents of inappropriate online behaviour in school will be managed as above, in line with any incident of unsafe behaviour. It will be made clear to the pupil that this is in breach of the school rules. Where incidents of inappropriate online behaviour have happened outside of school, parents will be informed.

We expect that when our pupils are working off-site, they maintain the same standards of behaviour. Positive behaviour will be rewarded as it is in school. Where pupils are not following the school rules, this will be managed as above in a way that is practical to the offsite setting. Consideration also needs to be taken of any risk assessments, which may mean that additional site-specific rules must also be followed.

## **Mobile Phones**

At Bearwood Primary and Nursery School we do the maximum to safeguard everyone on the school's premises.

- Children may only bring mobile phones to school in EXCEPTIONAL circumstances. Parents/carers must have completed and returned a request form, outlining the exceptional circumstances, prior to the phone coming into school. This will be authorised only at the discretion of the Headteacher.
- All phones must be named and turned off completely before entering, and at all times, on school grounds.
- The phone must be handed in to a member of staff at the school gate immediately on arrival at school (under no circumstances must they be taken to the cloakroom or classroom areas)
- If a pupil is found with a mobile phone and does not have permission, it will be confiscated and can be collected by the parent/carer only.
- If a pupil is found taking photographs or video on the premises this will be regarded as a serious offence. This Policy supports the Health and Safety, Anti-Bullying, Safeguarding and E-Safety Policies. If you need to get an urgent message to your child please call the school office. These changes are in response to safeguarding concerns we have, relating to the use of social media and media technology.

## **5) Behaviour Curriculum**

Positive Behaviour should be taught to all pupils, so that they understand what behaviour is and what is prohibited. This requires positive reinforcement when expectations are met as well as support and encouragement with a clear and consistent approach. Bearwood has adopted a Behaviour curriculum which is based on Trauma informed approach with relationships and self-regulating being at the heart. For pupils and staff to connect each week, thirty minutes will be dedicated to developing relationships and connections; this is done through planned activities in 'Your time' which EYFS join from the summer term.

Through assemblies, curriculum subjects and targeted support, pupils are taught the skills explicitly linked to the school's goals. These are age and stage appropriate to ensure that the right skills are always taught at the right time through direct teaching and modelling of expected behaviours.

We believe that certainty quells anxiety and creates a safe environment where learning thrives:

- When children escalate, we need to take them back to the original behaviour before dealing with the secondary behaviour.
- Display consistently clearly on the walls of the classroom.
- Manage escalating inappropriate behaviour with an emotionless, almost scripted response.
- Use phone class and positive messages home to reinforce the positive certainty.
- Map rules, routines, learning habits and rituals for individuals and for specific activities that are becoming difficult to manage.
- Have a clear tariff for appropriate and inappropriate behaviour.
- Ensure the response is appropriate to the behaviour.

Our Behaviour Curriculum has been designed to support pupils to both follow our School vision, learning goals and linked values. We worked with our school council and teaching staff to help breakdown our Bearwood learning goals. We agreed what they mean within our school and what skills we need to develop. We use a robust curriculum and additional targets interventions to teach the necessary skills to enable pupils to manage their behaviour.

## **PSHE and Safety Curriculum**

To support our behaviour curriculum, our PSHE and Safety Curriculum is planned in line with the Relationships Education, Relationships and Sex Education (RSE) and Health Education statutory guidance 2020; providing a developmentally appropriate PSHE syllabus which develops pupils understanding of acceptable behaviour, keeping themselves safe and the nature of child on child abuse. The PSHE and Safety Curriculum has a clear progression of behaviour and behaviour for learning skills appropriate to the age and stage of the children.

## **Stormbreak**

All children at our school have the opportunity to take part in Stormbreak activities throughout their school day. This a programme designed to bring movement into a child's health and well-being, developing the skills of Resilience, Relationships, Self-care, Self-worth/ efficacy, Optimism and hope. Managing emotions and behaviours are addressed through these activities and help children to establish their own self-regulation strategies. All staff are trained in conducting Stormbreak sessions.

## **Zones of Regulation**

“Self-regulation is the ability to control your urges and impulses and change your behaviour if needed.”

All children have access to a 'Zones of Regulation' chart in their classrooms to help the children recognise when they are in different zones as well as learn how to use strategies to change or stay in the zone they are in. A critical aspect of the Zones is that everyone across the school knows and understands The ZONES language. This creates a comfortable and supportive environment for our children to practice their self-regulation skills. The ZONES allows pupils to experience and understand their emotions in a non-judgmental way and understand their triggers which lead to an emotional response. It is important to note that everyone experiences all of the zones—the Red and Yellow Zones are not the “bad” or “naughty” zones. All of the zones are expected at one time or another. The Zones of Regulation is intended to be tool to support children and not judge them. Staff are able to support the children in each zone through reminding them of strategies to support in each zone. See Appendix 1.

## **6) Pupil Support and interventions**

The development of positive pupil/staff relationships along with effective teaching which recognises individual needs encourages pupils to behave in appropriate and less challenging ways. Staff use a range of strategies which allow pupils to learn how to manage their emotions more effectively without disrupting the learning of others. These strategies may include:

- Time to think
- Fiddle toys
- Individual work stations
- Supportive seating arrangements i.e. consideration of who to sit near and where
- Time alone in another part of the classroom
- Time out of class with a known adult supporting
- Teaching Assistant or ELSA intervention
- Use of a calm/sensory box
- Use of a quiet room
- Adaptation to learning tasks to allow success
- Big Empathy Draw with a trained Trauma Informed practitioner
- Sand tray Therapy with a trained Trauma Informed practitioner
- Use of Emotion Cards with a trained Trauma Informed practitioner

Where a pupil receives additional support through intervention, this is closely monitored by the adult delivering the intervention, the class teacher and the Inclusion Lead. Then, adaptations and alterations can be made so that the intervention best supports the needs that the pupil is communicating through their behaviour. These interventions include:

- ELSA

- Zones of Regulation
- Lego Therapy

The key to the success of these interventions is the relationships built between the pupil and the adult, so the child feels open and safe to explore their feelings. Pupils can be suggested for interventions by the class teacher, by outside agencies or by parents. Before a pupil undertakes an intervention, the adult delivering the intervention can talk to the Inclusion Lead to ensure that class based support has been fully explored and that the pupil's needs match the aims and outcomes of the intervention.

## **7) Expectations and Reasonable Adjustments For Pupils With SEND**

The uniqueness and diversity within our staff, pupil and parent body is valued and celebrated. Everyone is a learner and we make provision for developing the emotional learning of all of our students, but most particularly for its most vulnerable and challenging pupils. The school expects all members of the community to adhere to this policy consistently, fairly and without prejudice. The school adheres to the Equality Act 2010 in reference to this policy. No member of staff will discriminate against, harass or victimise pupils because of their: sex; race; disability; religion or belief; sexual orientation; or because of gender reassignment. For pupils with SEND, this includes a duty to make reasonable adjustments to policies and practices.

Our school adjusts its expectations for our pupils in accordance with their developmental capabilities and experiences. This sometimes involves removing vulnerable and dysregulated pupils in a kind and non-judgmental way from situations they are not managing well.

When a pupil is displaying behaviours that are not in line with our rules and values, we recognise that, as well as each pupil being unique, each situation will be absolutely unique to the child and therefore the response needed will be unique also. The situation and the factors involved will be considered carefully and responses will be made usually following a professional discussion between some/all of the following people; Headteacher, Deputy Head, SENCO, Class Teacher, Teaching Assistant. At every stage we will also maintain close communication with parents and carers. Although we have a clear process of rewards and responses to unsafe, disruptive or disrespectful behaviour, we also recognise that our approach needs to reflect a differentiated and developmentally appropriate response to individual behaviour.

Some pupils may have an Education Health Care Plan (EHCP) and will have specific targets, some of which may be related to behavioural needs caused by language, learning or emotional needs. All pupils with an EHCP are closely monitored by the SENCO. Their targets are shared with and monitored by all adults working directly with them. Where they need specific intervention, this is planned and assessed against their targets. Pupils with an EHCP have an Annual Review where progress against behaviour targets is discussed, the support they receive is assessed and can be adapted accordingly. Parents can also request to meet with the class teacher and/or the SENCO at any time if they have any concerns around their child's behaviour and the support they are receiving.

It is our aim that we identify and address the support through a personalised tailored intervention where we can give the pupils the toolkit of strategies, they require to overcome barriers. Through a regular cycle of reflect and review, we will support the pupil in class where possible, including the presence of a member of the Pastoral Care Team.

Where we identify that pupil behaviour and support is not improving, then we will consult with professionals at Longspee Outreach. Through observation, discussion, and pupil/parent/staff voice, specific targets and support are put in place to ensure that the need of the individual pupil is being met. The lead person for liaison with most other agencies is the SENCO or DSL who liaises regularly with Early help and the Navigator; LA SEN team; Educational Psychology; Longspee Outreach and Health. The head teacher is the lead person for liaison in relation to Suspension and Exclusion; Child Protection/Safeguarding and Allegations against staff and racist incidents. The aim of this will

always be to give school and/or parents the skills and understanding to then best support the child moving forward. Referrals will be made based on need and will always be made in consultation with parents and carers.

In some cases, it may be appropriate for a pupil to attend an Alternative Provision where their needs are specific and cannot be met within the school. This decision will always be made in consultation with parents and the Local Authority. In these cases, there are clear criteria for attendance at Alternative Provision and these criteria will be used to make a decision, ensuring that school have first accessed all possible support and advice. The Local Authority have approved Alternative Provisions so can make the best decision as to which provision can meet the needs of the individual pupil if this is deemed appropriate.

### **Targeted Individual Behaviour Response Plans / Behaviour Risk Assessments**

When needed, we may need to undertake a risk assessment where behaviours are deemed to be risky or unsafe. This is shared with all staff who need to be aware and is monitored so that it accurately reflects the behaviour of the pupil. These risk assessments are in place to ensure the safety of the child and the children / adults they are in contact with. The behaviour lead (HT) or SENCO will communicate their intentions with the child's parents.

Where a child is displaying continued negative behaviours (e.g. disruptive or physical) they will be placed on a 'Behaviour Response Plan'. After an initial risk assessment, the behaviour lead (HT) or SENCO will meet with the child's parents to discuss the triggers and outward behaviours that have been observed. Together they will create a plan that clearly states what the response should be at each stage of the child's behaviour cycle (e.g. anxiety, escalation, crisis, recovery and follow up). This will be reviewed with the child, parents and behaviour lead (HT) or SENCO each term following a spot check risk assessment of the low, medium and high risk behaviours. A child will remain on a behaviour response plan until the risk of their behaviours are minimal and through consultation with parents.

### **Training**

Staff receive a range of training, including:

- Providing initial training and regular update training for Teachers, Teaching Assistants and Midday Supervisors on Managing Behaviour lead by the Hamwic Education Trust to ensure staff understand emotional behaviour, triggers and have strategies to manage it.
- Dedicated staff meeting time to discuss ongoing concerns and issues and problem solve together.
- Providing more specialist training as appropriate to support the management of challenging behaviours (eg ASD, ADHD)
- Accessing Outreach Support for teachers who are managing pupils with very challenging behaviours
- Advice and access to other agencies via the Inclusion Lead
- Team Around the Child (TAC) and Team Around The Family (TAF) multi agency meetings for a coordinated response and support
- Behaviour Response Plans shared with ALL staff

## **8) Pupil Transition and Development**

When pupils join the school and at the beginning of every academic year, families and carers are asked to sign a home school agreement which outlines the behaviour expectations of the school. By signing the agreement, parents and carers are agreeing to support their child in following the school's expectations of safety and respect, and the school are agreeing to support the child and family in achieving this.

We aim to be an inclusive school and as such will use the strategies outlined in this policy to best support each individual with regulating their behaviour. However, the school will use Fixed Term Suspensions to maintain the health and safety of all our school community.

### **Parent Support and Concerns**

If parents have concerns over their child's behaviour in school or how they are being supported, they should initially talk to the class teacher. Where needed, the class teacher may also ask the Inclusion Lead to meet with parents as well for further advice and support. If parents wish to discuss things further, they can also ask to speak to the DHT. If parents have significant concerns, they can ask to speak to the Headteacher.

If parents have concerns over how their child's behaviour is supported in school, they should follow the procedures set out in the school's Complaints Policy.

Where parents would like support with their child's behaviour at home and how this is impacting in school, they should initially talk to the class teacher. They may then ask the SENCO / Pastoral Lead to meet with the parents to signpost parents to support.

### **Internal Suspension**

As an inclusive school and will work hard to develop strategies to include all children. However, in extreme cases, the school will use suspension or exclusion to maintain the health and safety of all our community. This is in a small minority of cases and is used either in the case of extreme events or persistent misbehaviour when the child has not responded to other strategies employed.

An internal suspension takes place within the school and means removing a pupil from their class to another 'learning space' away from peers. The pupil is supervised by a teaching assistant and is in close proximity to a member of the Senior Leadership Team. This will be at the discretion of SLT and will be in response to a culmination of behaviour incidents or a serious single incident. Parents and carers will be informed appropriately about the behaviours relating to and the decision regarding any internal suspension. Work will be provided for the pupil to complete in parity with their peers for the period they are working out of class.

### **External Suspension / Fixed Term Suspension**

This is considerably more severe than an internal suspension, where a pupil is asked to stay at home for an agreed period of time. Issuing a suspension will be a last resort and is at the discretion of the Headteacher. The decision whether to externally suspend a pupil will be carefully considered by the Headteacher and may be issued for, but not limited to, the reasons below:

- Sexist / racist / homophobic comments
- Repeated swearing
- Significant physical aggression towards a peer
- Repeated/significant verbal aggression towards a peer
- Repeated/significant rudeness towards an adult
- Deliberate damage to school property
- Leaving the class unattended resulting in a lack of safety
- Physical aggression towards an adult
- Repeated patterns of aggressive behaviour towards an adult / child
- Deliberate and destructive behaviour

A pupil can be suspended for a maximum of 45 days in any school year. When deciding upon the fixed length of the suspension, the Headteacher will take into account the incident, previous suspensions and all strategies used prior to the incident. Work will be provided for the pupil to complete at home. The pupil is not permitted to be in public areas in school hours during this time.

At Bearwood Primary and Nursery School we use contact during suspension with daily pastoral contact on return, personalised rewards and positive report cards, ensuring children are helped to catch up on what they've missed. This may also include mentoring and regular parental communication as measures for successful reintegration.

Following a suspension, there will be a reintegration meeting involving a member of the senior leadership team, pupil and parent/carer. The purpose of the meeting is to work in partnership with the school and families, in order to assist the pupil with improvement in their behaviour.

Specific behavioural targets will be set for the pupil and agreed with the parent/carer and captured through a review of the pupil's Behaviour Response Plan (BRP) or the need to capture individual needs via a new BRP.

The Governors will review promptly all external suspensions from the school. This will be reported on in the head teacher's report to Governors.

### **Part-Time Timetables**

The 2020 DfE 'School Attendance Guidance for maintained schools, academies, independent schools and local authorities' states that all pupils of compulsory school age are entitled to a full-time education but acknowledges that, in very exceptional circumstances, there may be a need for a temporary part-time timetable to meet a pupil's individual needs. The use of a reduced timetable for a child should be an exceptional measure, but may be considered appropriate and in the best interests of an individual child in the following circumstances:

- As part of a planned reintegration approach for children who have not attended school for a period of time due to illness, disability, mental health issues, family circumstances, post-exclusion etc.
- As part of an in-school support package. School, parent/carer and other professionals agree that a short-term reduced timetable would support a child who has become disaffected to regain success
- For medical reasons when a child has a serious medical condition where recovery is the priority outcome

An adapted timetable means an agreement made with the pupil, parent or carer, where the Local Authority and Hamwic Education Trust are informed. The number of hours spent in education is reduced for a time-limited period of generally no more than six-eight weeks depending on the individual pupil. Weekly reviews will be in place to monitor the impact and aim towards increasing the provision to work towards a full-time timetable.

### **Offsite direction**

Alternative Provision should be based on children's needs in order to improve behaviour. It should only be used where outreach and in-school provision has been unsuccessful or in the best interests of the pupil. The school is responsible for making sure the Alternative Provision is safe and of high quality by communicating regularly with the parents, child and alternative setting. A drawn-up plan for Alternative Provision is needed which shares the rationale, time scale and expected outcome.

The Governing Body must monitor the Alternative Provision pupils are placed in and keep these under review at meetings to which parents are invited. Meeting may also include other agencies, e.g. CAMHs. A managed move is used to initiate a permanent transfer to another school.

Managed moves should be:

- voluntary and agreed by all parties
- in the pupils' best interests

- in consultation with the LA if an EHCP is in place
- a planned intervention, showing the other steps that have been taken prior to exploring a move
- preceded by information sharing between new and current school, including attainment data, academic potential, a risk assessment and effective risk management strategies, an effective integration strategy

As a school, we explore managed moves within the Hamwic Education Trust schools first and then engage with the Local Authority if Trust schools cannot or do not provide the best interest for the child.

## **9) Child on Child Abuse**

Child-on-child abuse can include bullying including cyberbullying, abuse in intimate personal relationships between peers, physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm, sexual violence, sexual harassment, causing someone to engage in sexual activity without consent, consensual and non-consensual sharing of nude and semi-nude images and/or videos, upskirting and initiation/hazing type violence and rituals. Keeping Children Safe in Education 2022 states that ‘It is essential that all staff understand the importance of challenging inappropriate behaviours between peers that are actually abusive in nature. Downplaying certain behaviours can lead to a culture of unacceptable behaviours and an unsafe environment for children.’

Staff working alongside our pupils maintain an attitude of ‘it could happen here’ and will investigate any allegations of child-on-child abuse seriously, following the school’s safeguarding procedures outlined in our Safeguarding Policy.

## **10) Use of Force and Powers to Search**

### **Searching For and Confiscation of Inappropriate Items**

We follow the DfE Guidance ‘Searching, Screening and Confiscation – Advice for Headteachers, School Staff and Governing Bodies January 2018’.

School staff can search a pupil for any item if the pupil agrees. Headteachers and staff authorised by them have a statutory power to search pupils or their possessions, without consent, where they have reasonable grounds for suspecting that the pupil may have a prohibited item, as identified in the guidance. At Bearwood Primary and Nursery School no search must be carried out without an assessment of the risks and precautions taken to reduce them. A search should never be carried out without another person present and whenever possible should have the prior consent of the Headteacher.

School staff can seize any prohibited item found as a result of a search. They can also seize any item they consider harmful or detrimental to school discipline. At Bearwood Primary and Nursery School, confiscated items should be kept in the care of the teacher or in the school office as appropriate. They will usually be returned at the end of the school day but may be kept for a longer (reasonable) period of time or until the item is collected by a parent or carer.

### **Power to Use Reasonable Force**

The use of reasonable force or positive handling is used as last resort; the more effective strategy is to use PACE in the first instance. However, all members of school staff can exercise their right to use reasonable force. Department for Education Guidance (2013) explains that 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 pupils. In some exceptional circumstances members of staff may need to exercise their legal obligation to ensure that all pupils are safe. It can also apply to people whom the headteacher has temporarily put in charge of pupils such as unpaid volunteers or parents accompanying pupils on a school organised visit.

Positive handling refers to a graduated approach that moves towards the control of extreme behaviour by adopting the least intrusive intervention for the shortest period to achieve the aim. It is one of the most efficient methods of



training on how to support a pupil whilst protecting them and remaining compliant with legislation. Any use of force will be 'reasonable in the circumstances', meaning no more force will be used than necessary. Any use of force must be reported immediately to the Headteacher; the parents informed and the relevant form completed with details of the incident.

Where possible only staff who are certified will carry out any therapeutic holds. Currently we have four members of staff who are SecuriCare trained which is renewed every 3 years, we aim to use these members of staff if positive handling or reasonable force is needed, and they will be added to any linked risk assessment.

### **11) Evaluating the Policy**

With all of the above reward systems we need to constantly evaluate:

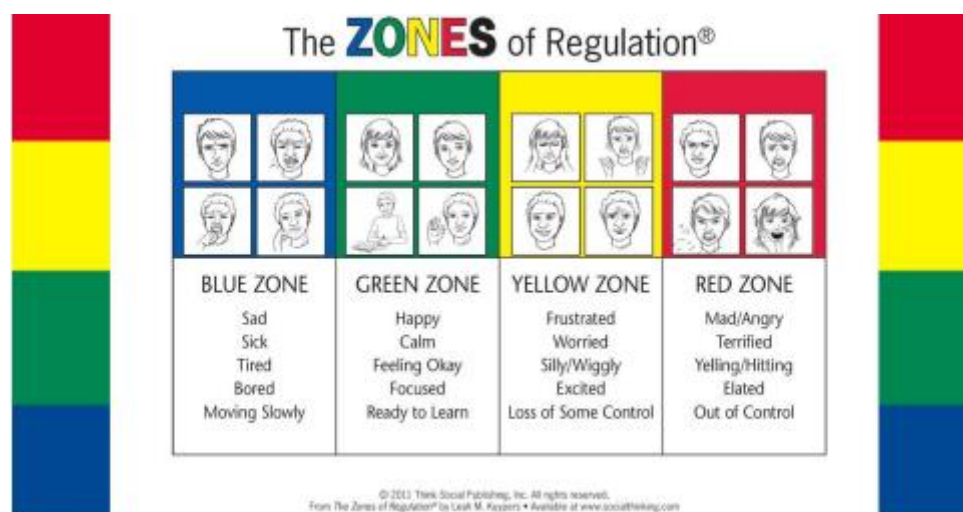
- Is this policy manageable to implement ensuring consistency across the whole school?
- Are the procedures and strategies having an impact on individuals/classes where pupils are taking responsibility for their own behaviour?
- Are pupils developing the behaviours for learning?
- Does the policy ensure the involvement of all adults, pupils and parents thus developing a safe and emotionally literate environment?
- Do routines and approaches to behaviour need to be adapted to suit particular needs of children (including children with SEND)?
- Do pupils actively use their School Values to make positive choices rather than just use them to reflect on behaviours after negative choices?

## Appendix 1 – EYFS and Year 1 Behaviour Management

For our youngest children we believe that they respond to praise and immediate gratification. This may take the form of sticker, verbal feedback or seeing another school adult to reinforce that they have met the school learning goals. In year one it is the teacher's discretion as to whether the pupils use the more formal and systematic approach to praise outlined in this policy or the more immediate approach adapted by EYFS.

### Reflection time and warnings:

Pupils in EYFS and year 1 are still learning how to behave and what constitutes good learning. The learning goals help guide this for school. If expectations are not being met according to the learning goals or classroom charter/rules pupils will need support. In EYFS and year 1 pupils will receive reminders about expectations. The language of Emotions and the Zones of Regulation (see below) will be used to help children stay in the learning 'zone'. For example, 'your behaviour shows me that you are in the Yellow Zone, what do you need to do get back to the green?' or 'can you show me what emotion you are feeling?' At times pupils will need to spend time in the reflection space in class. This is never alone and always with dialog with the teacher or LSA. If reflection time is used for child more than three times in a week, it must be logged on Bromcom as behaviour incident and parent must be notified.



## Appendix 2 – Bearwood Learning Goals linked to values and praise



See below values and reasons for praise linked to the Bearwood Learning goals:

Learning Goal	Linked Value / Reason for Praise
<b>Independent Learner</b>	Solving problems, asking questions, being reflective, being self-motivated, being organised and taking personal pride in learning.
<b>Confident Communicator</b>	Sharing ideas, working collaboratively, explaining, understanding, questioning, justifying, reflecting and predicting.
<b>Global Citizen</b>	Respect kindness, empathy, generosity, looking after the environment, tolerance, understanding of others and making the school a better place to be.
<b>Ambitious Achiever</b>	Setting and achieving goals, resilience, self-challenging, hope, optimism, showing ambition, love of learning, being aspirational



## Playfulness

- Playfulness in interactions can diffuse conflict and promote connection  
E.g. Maintaining a relaxed "lightness" and can involve making a joke (though this has to be done carefully)



## Acceptance

- Accepting needs and emotions that drive behaviour (not necessarily the behaviour) without judgement



## Curiosity

- Being curious to where a behaviour has come from (in your head or out loud.)



## Empathy

- Really connecting with how they are feeling and showing compassion