



Behaviour Policy

Calcot Infants and Junior Schools

1. Document Control

Adopted / Adopted and Adapted / Schools own: **School's own**

Review period: **2 years**

Responsible committee: **Curriculum**

Statutory: **Statutory and Legal**

Required on website: **Yes**

Ratified by committee: **September 2023**

Review due: **September 2025**

Chair of Governors' signature: **Mrs Julia Kidd**

2. Change History

Version	Date	Amendment or No Change
1	2014 May	No changes
2	2015 May	No changes
3	2017 September	Amendments
4	2019 October	Amendments
5	2021 November	Amendments
6	2023 September	Amendments

3. Website History

Version	Date on website
6	2023 September



Calcot Schools Behaviour Policy Updated September 2023

At Calcot schools we adopt a 'Therapeutic Thinking' approach to behaviour which prioritises the prosocial experiences and feelings of everyone within the dynamic. In order for effective teaching and learning to take place, everyone in school needs to be valued and feel happy and this leads to prosocial behaviour.

The Governing Body accepts this principle and seeks to

AIMS

- create and contribute to an effective and secure learning environment, where everyone feels valued, respected and safe
- encourage and provide opportunities for all children to take ownership of and responsibility for their own actions
- provide a framework that consistently enables all children to develop a love of learning and school life.
- clearly communicate our expectations of behaviour at work, play and in our local community
- develop an effective partnership with parents and carers that ensures a shared responsibility in the implementation and achievement of these aims.

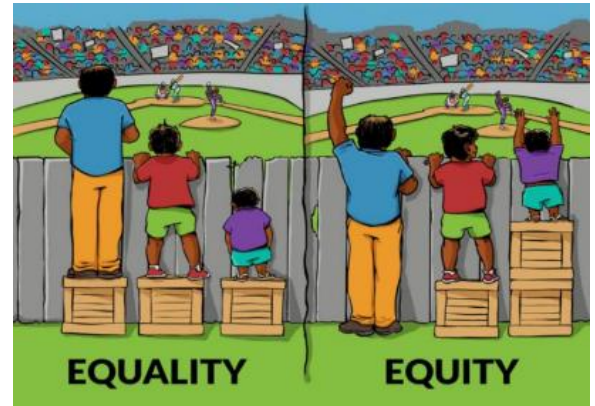
SCHOOL ETHOS

We know that the creation and maintenance of an excellent ethos is integral to high quality prosocial behaviour and happy children.

We will

- create a positive climate with realistic expectations;
- emphasise the importance of being valued as an individual within the group;
- promote, through example, honesty and courtesy;
- provide a caring and effective learning environment;
- encourage relationships based on kindness, respect and understanding of the needs of others;
- ensure fair treatment for all regardless of age, gender, race, ability and disability;

- ensure everyone at Calcot follows the 'therapeutic thinking' approach so that there is consistency in how both prosocial and antisocial behaviours are managed;
- show appreciation of the efforts and contributions of all.



At Calcot Schools We provide pupils with what they need to succeed in their learning. We endeavour to create a culture which inspires a love of learning through emotional and social intelligence and a responsibility of self-discipline and respect for others.

Equality is treating everybody the same.

Equality aims to promote fairness, but it can only work if everyone starts from the same place and needs the same help.

Equity is giving everyone what they need to achieve success.

At Calcot Schools we advocate for each child to receive the resources, experiences, appropriate interventions and support in their learning to achieve their full potential.

ROLE OF ADULTS

We will ensure that we

- analyse behaviour rather than moralise it
- look for the root cause of behaviour from feelings and experiences
- use positive language and clear body language
- talk politely with each other, especially when asking for things or making requests
- adopt a calm approach/supportive attitude when communicating with each other
- talk and listen with respect at all times
- ensure consideration when teaching and learning is taking place
- have high expectations that are clear and consistently applied
- use the therapeutic thinking strategies to sustain prosocial behaviour and ensure that all staff are trained appropriately (and that pupils are made aware of strategies employed)
- Use de-escalation and scripted language to help manage antisocial behaviour
- Implement appropriate protective and educational consequences following antisocial behaviour.
- take account of children's social and emotional needs and adapt how we (as adults) manage these to ensure equity rather than equality
- value and respond to every individual within our school irrespective of colour, race, religion, gender, sexual orientation or background
- Use rewards to acknowledge prosocial behaviour and avoid bribery

THE CURRICULUM AND LEARNING

We ensure and plan for outstanding behaviour and ethos through the delivery of our curriculum by

- delivering an interesting and engaging curriculum, which is regularly reviewed
- making all lessons accessible to all learners and include challenge for all
- providing interactive and varied lessons using different teaching styles to motivate and engage all pupils
- modelling and promoting independent learning
- quality marking and valuing children's work

We expect the pupils to

- try their best

Updated September 2023-NB

- be independent by knowing where to find support
- know what their next steps are
- respect each other by allowing everyone to learn and by being accepting of all abilities and efforts
- follow the 3Rs, which underpin our expectations for behaviour so that children are **Ready, Responsible and Respectful**

CLASSROOM MANAGEMENT

We ensure and plan for outstanding behaviour and ethos through the management of our classrooms and the wider school environment by

- the provision of engaging teaching and activities
- using positive language, giving limited choices; ensuring a clear understanding of any possible consequences
- ensuring all children are treated fairly and with equity in mind (some children may need alternative or additional support/arrangements to meet their individual needs)
- providing positive role models
- ensuring all children feel safe, valued and that all opinions are respected
- providing timely and informative feedback for class work and homework

We will provide an effective learning environment by

- ensuring the learning area is welcoming, tidy and looked after
- ensuring all displays are child friendly and resources are relevant, accessible and up to date
- ensuring classes are organised to promote independence, personal initiative and effective learning eg labelling, easy access etc
- providing a clear structure to the day with clear routines and transitions between tasks
- ensuring our classroom furniture is organised to promote and facilitate on task behaviours
- ensuring the individual needs of our children are met by providing 'small garden' spaces to work or restorative work to take place. These may include additional resources to aid this e.g. sand timers, sensory resources, emotion thermometers.

COMMUNICATION AND PARENTAL PARTNERSHIP

In order for communication and relationships with parents and carers to contribute to outstanding behaviour and ethos all staff will keep parents informed through

- target cards
- SAP meetings.
- curriculum letters
- updated websites
- parent consultations
- weekly newsletters
- parent mail

have open and accessible communication through

- presence in the playground
- teachers on duty at doors in the morning and end of the day
- availability of office staff
- quick response to any enquiry or concern
- making (mutually convenient) time to meet and talk to parents

show mutual respect through

- understanding and explanation of expectations
- availability of staff
- shared knowledge and regular discussions
- positive and calm language

have a consistency of approach from all by

- availability of office staff who are professional, confidential, welcoming and understanding
- employing a caretaker who is welcoming, positive and committed to maintaining the school to the highest possible standards
- employing lunch staff and maintenance staff who are invested in our approach and adopt 'therapeutic thinking'
- ensuring our governors have a good knowledge of the school and our approach

we would ask that parents and carers

- show mutual respect
- make time to read communications and approach staff immediately if they need further clarification or need any support
- have open dialogue with staff
- support our consistent approach
- support homework policies
- inform us as quickly as possible of any concerns or worries

OUR PUPILS

We expect our pupils to contribute to outstanding behaviour and ethos by

- adhering to our 3Rs (responsibility, respect and ready) and encouraging others to do so
- being part of a school council process that looks at prosocial behaviour and seeks way to improve it if required
- older children demonstrating mature behaviour and acting as pupil role models
- being playground buddies for others who find such times more difficult
- be self reflective (with adult support if appropriate) and able to discuss their behaviour, considering alternative ways to overcome anger, distress, conflict
- taking up opportunities to hold responsibilities – E.g. register monitors, ICT team, house captains etc
- becoming involved in praising/recognising good behaviour in others
- learning how to play safely

The school will

- provide pupils with a 'voice' to express their concerns (school council, governor meetings, PSHE lessons, ELSA etc)
- provide opportunities for pupils to improve their behaviour through responsibilities, rewards, modelling behaviour, extra support etc
- involve children in the formation and reviewing of this policy
- involve children in reviewing and discussing the 3 R rules
- provide opportunities for children to work with lunchtime supervisors in the development and maintenance of lunchtime routines and opportunities

RULES

The rules that we adopt in class, in the school environment and in society are:

- Be Ready
- Be Responsible
- Be Respectful

These are used to make clear to the children how they can achieve acceptable standards of behaviour. We encourage the children to refer to these within their daily lives.

Rules and procedures should:

- be positively stated, telling the children what to do rather than what not to do;
- actively encourage everyone involved to take part in their development;
- have a clear rationale, made explicit to all;
- be consistently applied and enforced;
- promote the idea that every member has responsibilities towards the success of the school

Calcot Schools believe that positive experiences, lead to positive feelings and these in turn lead to positive behaviour. Positive behaviour is referred to as Pro-social Behaviour.

TYPES OF BEHAVIOUR

Prosocial

This behaviour is positive, helpful and intended to promote social acceptance. It is behaviour that is characterised by a concern for the rights, feeling and welfare of other people. Examples of prosocial behaviour include:

- Being kind
- Being helpful
- Working hard
- Respecting others and showing tolerance
- Listening to people
- Being honest
- Caring for others
- Respecting their belongings and those of other

Unsocial

This behaviour is portrayed as 'not enjoying or making an effort to behave sociably' in the company of others, but not to the detriment of others. It also includes a reluctance or refusal to follow instruction, but not to the detriment of others. Examples of unsocial behaviour include:

- Leaving their desk without permission
- Leaving the carpet without permission
- Refusing to complete work
- Refusing to get changed for P.E.
- Choosing to do another activity than the one the class are doing
- Not listening to instructions

Antisocial (some are referred to Dangerous Antisocial)

Behaviour that causes harm to an individual, a group, to the community or to the environment. Behaviour that is likely to cause injury, harassment, alarm or distress. Behaviour that violates the rights of another person.

Antisocial	Shouting out repeatedly Shouting aggressively Banging on the table Stealing Breaking school property Drawing/graffiti Refusal to carry out an adult's request Lying Swearing Leaving the classroom Distracting others and disturbing the learning of others Name calling mimicking	Dangerous Antisocial	Hitting Punching Kicking Spitting (intentionally and directly at another) Scratching Biting Pinching Fighting Pushing aggressively Throwing furniture Leaving the school site Bullying Sexualised Behaviour Racism Homophobia
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It is important to understand the difference between unsocial behaviour and antisocial behaviour. A child showing unsocial behaviour is often showing great restraint in not allowing their emotions manifest into antisocial behaviour.

It is often how we respond to unsocial behaviour that can drive the behaviour to escalate and become antisocial.

PROCEDURES FOR SUPPORTING BEHAVIOUR

Rewards

Our emphasis is on rewards to acknowledge and reinforce good learning behaviours and prosocial behaviour. We believe that rewards on a private and personal level have a motivational role, helping children to see that prosocial behaviour is valued. We do not bribe children at Calcot Schools as this does not help develop internal/intrinsic behaviours.

Some of our rewards are consistent from F1 to Year 6. These include

- Praise – verbal or written
- Stickers on child or on work
- Being sent to another member of staff to share good work etc
- Friday Celebration Assemblies – certificates, Manners Awards, Owl Badges, Attendance Awards etc
- Postcards sent in the post
- Positive Post Its

Other rewards might reflect the age of the children. These include

- Personal stickers – 'ask me what I've done'
- Smiley faces
- King and Queen of tidying up
- Cuddly toy that is sent home for the weekend
- Star of the Day
- House Points
- Celebration Tea with Headteacher (Juniors for reaching platinum in the house point system.)

Other rewards might be used for a designated time and for a particular reason

- In it to win its (Manners Week)
- Sporting stickers/certificates (Sports Week)
- Team table stars
- Marbles in a jar
- Behaviour charts (individual pupils)

Sanctions

We do not at Calcot Schools use any form of humiliation. These include

- Writing names on a board
- Putting happy/sad faces on the board
- Using behavioural charts
- Using traffic lights systems that require children to move their names up/down
- Sitting in isolation from others or making them stand up in front of others to draw attention to their behaviour
- We do not shout at the children other than in an emergency to stop the child from doing something dangerous. When used in this way it is a short shout for a quick immediate response

Consequences

Rewards are central to the acknowledgement of prosocial behaviour. If and when antisocial behaviour (both conscious and subconscious) is demonstrated we will implement either/or both forms of the following consequences.

- Protective Consequences (the removal of a freedom to manage harm)
- Educational Consequences (the learning, rehearsing or teaching so the freedom can be returned)

Examples of Protective Consequences

- Increased staff ratio
- Limited access to outside space
- Escorted in social situations
- Restricted off site activities
- Differentiated teaching space
- Exclusion

Once all other strategies have been exhausted and/or a child is putting themselves or others at risk of harm, it may be necessary for a Team Teach trained member of staff to physically move or restrain a child (Physical restraint Intervention). When this occurs a parent will be notified and this will be recorded.

Examples of Educational Consequences

- Completing tasks
- Rehearsing and practicing
- Assisting with repairs or the planning for repairs.
- Educational opportunities
- Research the real world implications
- Conversation and exploration

We will not accept bad language, rudeness or aggressive behaviour to staff or children, racist or bullying behaviour. Low level and disruptive antisocial behaviour will be dealt with in class whenever possible by using

de-escalation techniques and using scripted language. Below is a list of steps that will be used to support a child in managing antisocial behaviour.

	Examples	What to do	Who to involve and who to get help from
Unsocial	Leaving their desk without permission Sitting and refusing to do their work Refusing to get changed for P.E Fiddling Not sitting on the carpet when asked Not doing the lesson/activity asked	Will be dealt with by the class teacher/staff member involved <ul style="list-style-type: none"> • De-escalation • Scripted Language • Consequence-restorative talk and educational consequence • Log the behaviour onto Provision Map as Unsocial behaviour • Contact Parent if needed e.g. repetitive/affecting their learning 	Class Teacher/Staff Member involved Team Leader if needed
Antisocial	Shouting out repeatedly Shouting aggressively Banging on the table Stealing Breaking school property Drawing/graffiti Refusal to carry out an adult's request Lying Swearing Leaving the classroom Distracting others and disturbing the learning of others Name calling mimicking	Antisocial behaviour should be dealt with by class teacher/staff member involved with support from the team leader <ul style="list-style-type: none"> • De-escalation • Scripted language • Consequences-educational and protective • Provision Map as Antisocial behaviour • Parents must be contacted 	Class Teacher/Staff Member involved and Team Leader. On occasion SLT may be involved if the behaviour is repeated and disruptive. Always Provision Map so SLT can see patterns when analysing behaviour each term

out of the line-the consequence would be they practise lining up with an adult and or must stand next to the grown up in the future rather than lining up with their friends.

We do not put in place meaningless consequences such as writing lines or sitting in the class doing nothing.

If a child's behaviour can be ignored and is not dangerous the staff member will use the scripted language, disempower the behaviour and continue to teach. We call this 'Riding the Wave'. The child will be ignored, enabling them to reintegrate with the lesson when they are ready. Once the child has re-joined we must:

- Thank them for joining e.g. '..... it's lovely to have you join us. Thank you.
- Later (this may be after the lesson, or sometime later in the day), hold a restorative conversation and put in place the consequence.

If a child's antisocial behaviour cannot be ignored because it is very disruptive or dangerous, the teacher needs to remove the other children to a safe place so they can continue their learning. The teacher or a different member of staff must continue to support the child in crisis. Alert SLT so assistance can be given.

- Tell the child that when they are ready you are here to listen to them and help them.
- Monitor the child.
- When they are calm put in place protective consequences. These are likely to involve the child accessing learning in a 'small garden' until they can be safe.
- Parents must be informed.

On very rare occasions it may be deemed necessary to use physical restrictive intervention. This will only be implemented if a child is putting themselves or others in danger or they are damaging property and after all other de-escalation strategies have been exhausted. The staff using the physical intervention will be trained to do so and will use minimal force. A number of our staff are Team Teach Trained and where ever possible these staff will be called for to support in these circumstances. However, on rare occasions, when a child puts themselves or others at risk the school staff member can legally use reasonable force to ensure the safety of the child and others. (Please see the guidance below from The Department For Education)

When and how will parents be informed?

Parents will be informed if their child uses antisocial behaviour that stops other children from learning, puts themselves or others in harms ways or they intentionally damage property.

The very serious consequences of consistent antisocial and aggressive behaviour would be

- Fixed Period Suspension
- Permanent Exclusion

On occasion adaptations to the sanctions may be made. This will be to meet the specific needs of an individual pupil or circumstance. All behaviour management strategies are monitored closely and changes may be made to this policy by the Headteacher when discretion for individual circumstances are deemed necessary.

Restorative Conversations

When a child has struggled to regulate their feelings and has displayed unsocial or antisocial behaviours, consequences are always put into place. As part of the consequence the staff member will hold a restorative conversation with the child. During this, the staff member will give the child time to reflect and discuss how they


Who can use reasonable force?

- All members of school staff have a legal power to use reasonable force².
- This power applies to any member of staff at the school. It can also apply to people whom the headteacher has temporarily put in charge of pupils such as unpaid volunteers or parents accompanying students on a school organised visit.

When can reasonable force be used?

- Reasonable force can be used to prevent pupils from hurting themselves or others, from damaging property, or from causing disorder.
- In a school, force is used for two main purposes – to control pupils or to restrain them.
- 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.

were feeling, what happened, who was affected, what they can do differently next time and how they can move forward. Our Staff always use these prompts and ask the following questions.

<p style="text-align: center;">Restorative Conversations Prompts</p> 	<p>Can you tell me what happened?</p> <p>What were you thinking/feeling at the time?</p> <p>How are you feeling now?</p> <p>Who do you think has been affected by your actions? How were they affected?</p> <p>What could you do now to help make things right?</p> <p>What could we do next time to stop this from happening again in the future? Is there something I could do to help?</p>
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Fixed Term Suspension and Permanent Exclusions

Suspension and Exclusions are rare. They are only used after all other sanctions and strategies have failed and when allowing the child to remain in school would be detrimental to the education and welfare of others in the school or after a pupil has seriously breached the school's discipline policy. Only the Headteacher (or Acting Headteacher) has the power to exclude a pupil from the school. The Headteacher may exclude a pupil for one or more fixed periods, for up to 45 days in any one year. The Headteacher may also exclude a child permanently. It is also possible for the Headteacher to convert a fixed term exclusion into a permanent exclusion, if circumstances warrant this.

If the Headteacher suspends or excludes a pupil, she informs the parents immediately, giving reasons for the exclusion. At the same time the Headteacher makes it clear that the parents can, if they wish, appeal against this decision to the governing body. The Headteacher informs the parents how to make any such appeal. This contact may be made by telephone initially and all the information is also put in writing and given to the parents within one school day of the exclusion.

The Headteacher informs West Berkshire LA and the Governors about any permanent exclusion, and about any fixed term exclusions beyond five days in any one term.

The Governing Body itself cannot either exclude a pupil or extend the exclusion made by the Headteacher.

The Governing Body has a procedure for dealing with complaints and appeals. The relevant committee considers any exclusion appeal on behalf of the Governors.

When an appeal panel meets to consider an exclusion, they consider the circumstances in which the pupil was excluded, consider any representation made by the parents and West Berkshire LA, and consider whether the pupils should be reinstated.

If the governors' appeals panel decides that a pupil should be reinstated, the Headteacher must comply with this ruling.

Lunchtime Suspension

Some pupils' behaviour can be particularly difficult at lunchtime. Where this is the case a lunchtime suspension may be put into place. This will mean the pupil has to go home for lunch and then return for afternoon learning

Where a lunchtime suspension is used, it is as a short term measure only, with regular review of whether it continues to be an appropriate approach. Lunchtime exclusion, must be treated as equivalent to a quarter of a school day. If these quarter days add up to more than 5 school days in a term, including when they are added to other fixed term exclusions, this will entitle the relevant person to make representations to the Governing body.

The telephone number for the Advisory Centre for Education (ACE is an independent national charity providing advice to parents) exclusions information line – 020 7704 9822 and their website address – www.ace-ed.org.uk

Reintegration Following a Fixed Term Suspension

Following DCSF guidance, a reintegration interview with parents is arranged between the Headteacher and parents, following a fixed period suspension. The purpose of this interview is to discuss how best the child's return to school can be managed.

The Calcot Schools follow the West Berkshire reintegration Guidelines written by the Therapeutic Thinking Team.

More information about Anti-Bullying

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online. Bullying can include different forms of peer on peer abuse including, but not limited to:

- physical and sexual abuse
- prejudice and discrimination based bullying
- sexual harassment and violence
- emotional harm
- on and offline bullying

Unfortunately, the advent of new technology has made bullying easier to do and more difficult to detect. Cyberbullying is particularly insidious and can come in many different forms across multiple channels and media. Research shows that children that experienced bullying can be affected significantly and into their adult life. As a school it is essential that we ensure we are able to prevent bullying, act quickly when it takes place and avoid misidentifying bullying. If and when bullying occurs at Calcot Schools we do all that we can to stop it and support the victim and put in place protective and educational consequences for the bully, alongside additional support. To ensure the children affected get the help they need this may include involving other people such as children's services, the police, and specialist services.

We build into our curriculum lots of opportunities to learn about bullying, the varying forms of bullying, including robust e-safety modules that tackle the ongoing dangers of social media alongside cyber bullying. This is supported by our local community and the police through workshops and talks for our pupils and their parents.

Please see our Anti-Bullying Policy and Safeguarding Policies for more details.

HOW WE MONITOR THE SUCCESS OF THIS POLICY

Updated September 2023-NB

- Through regular reviews at staff meetings
- Discussions with children and school council
- PSHE lessons
- Feedback and meetings with Teaching Assistants and Lunchtime Supervisors
- Feedback from visitors
- Governor monitoring
- Record of complaints

THIS POLICY WILL BE REVIEWED IF REQUIRED ON A BIENNIAL BASIS

Appendix A

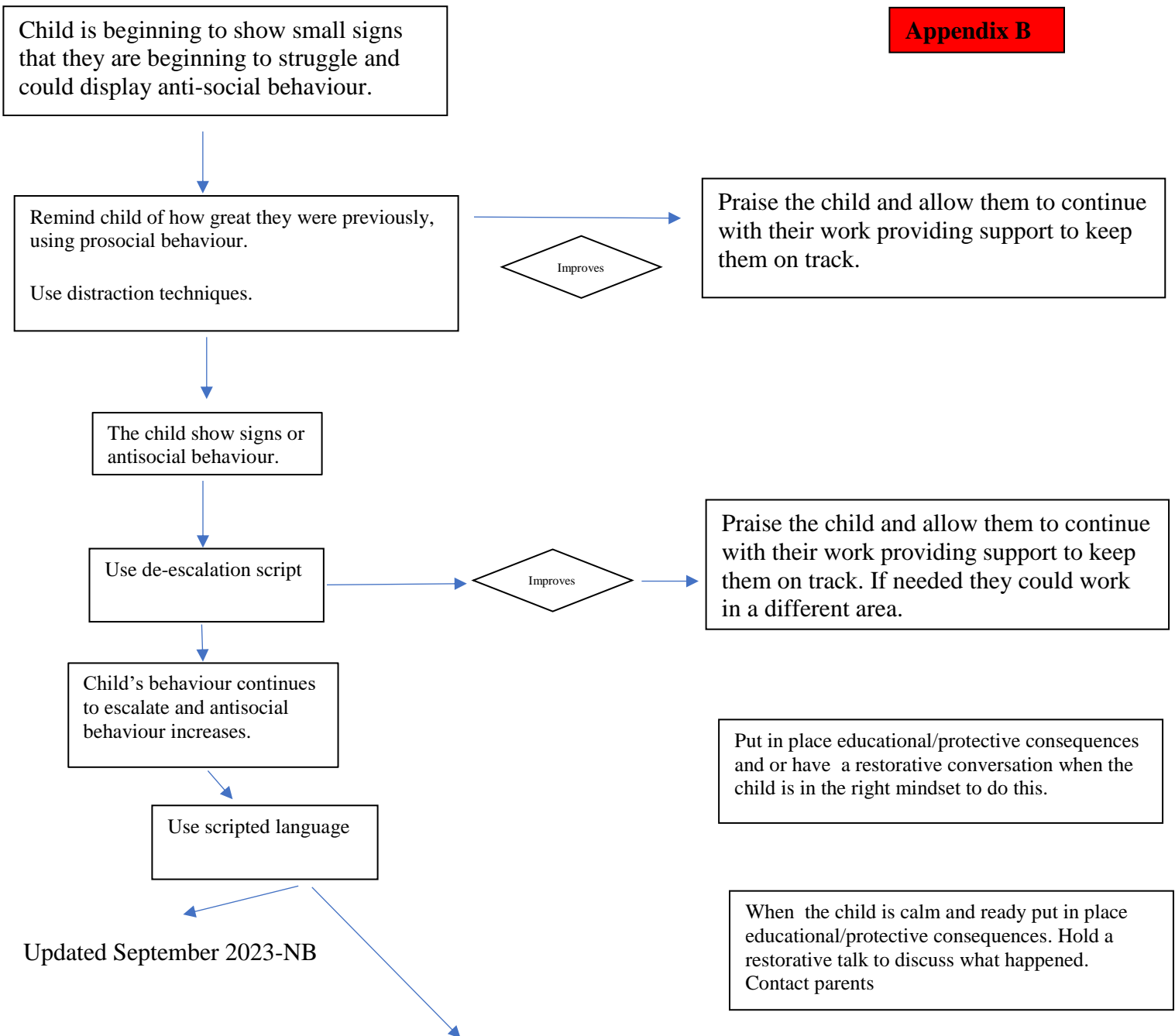
A child won't go to assembly.	
Positive Phrasing	Let's go into assembly.
Limited Choice	Would you like to sit with your friends or alone at the back?
Disempowering the behaviour	You can listen from there. You can come in when you are ready.
Consequences	If you don't come into assembly you'll have to arrange to do it with me before tomorrow.

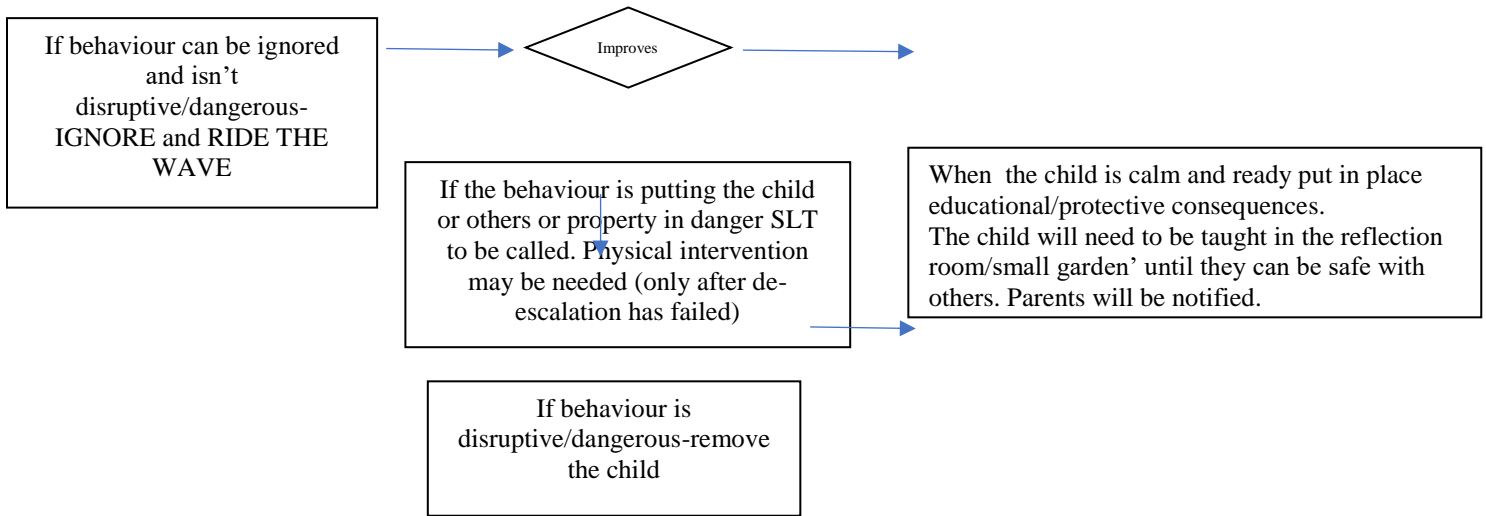
A child keeps jumping on the mats when other children are trying to put them out in their P.E lesson.	
Positive Phrasing come and sit down.
Limited Choice	Would you like to sit with your friends or sit next to me?
Disempowering the behaviour	Come and join us when you are ready.
Consequences	If you can't sit down and be safe with your friends you will have to do the P.E lessons with me.

A child won't leave the activity they are on and tidy up.	
Positive Phrasing put the toys back in the sandpit.

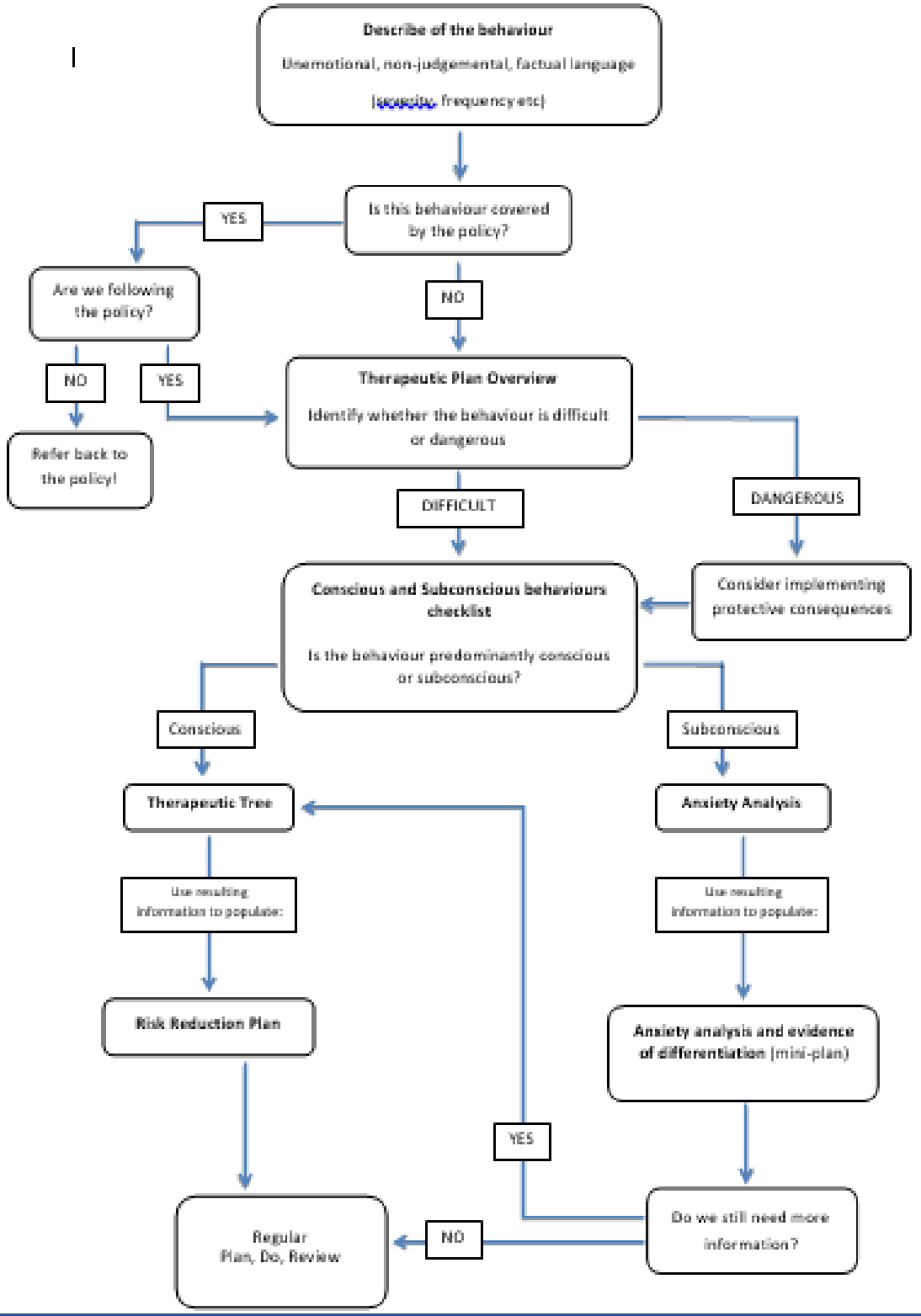
Limited Choice	Would you like me to help you tidy up or would you like to tidy up alone?
Disempowering the behaviour	Put the toys back when you are ready.
Consequences	We will have to practise tidying up at break time.

Appendix B





Parents must be notified of any disruptive antisocial behaviour that stops others from working, any antisocial behaviour that is dangerous or aggressive. Provision map, event log must be completed to record the behaviour.



Dear Parents and Carers,

As many of you know we are a Therapeutic Thinking school and really believe in developing strong relationships with our children, prioritising positive (prosocial) behaviours and supporting them with behavioural choices when things go wrong. In our recent Ofsted reports our systems and approach towards behaviour were commended, as was the exceptional behavioural attitudes displayed by the children.

“Staff model high standards of behaviour. Pupils behave exceptionally well.”-Infant Ofsted
2023

“Pupils know they are expected to behave well. There is a focus on developing secure, thoughtful relationships between pupils and adults. This leads to a wonderfully positive atmosphere where pupils feel supported and challenged to do their best.” Junior Ofsted
July 2023

We wanted to write to you to update you on a couple of changes, within our behaviour policy and also share with you our approaches, as we have many new families who have joined our school.

New Updates

- Both schools have a nurture room that runs during our lunch break. This is a room designed to be fun and supportive for children who may find lunchtimes overwhelming. Similarly, the staff will utilise the room and put in structured lunchtimes for some children who may need a slightly different structure to their lunch time if they are struggling to regulate their behaviour for the whole hour.
- In both schools the senior leadership team will be called to support with any behaviours, which we refer to as antisocial dangerous behaviour. This includes any physical altercations including fighting, hitting, punching, slapping, kicking, biting, pinching and spitting. It also includes disturbing the learning of others despite being asked to stop by the teacher, throwing furniture, leaving the school site, racism, bullying and sexualised behaviour. On these occasions the child will spend time (the length is dependent on the behaviour, frequency and need to protect the child and their peers) in the reflection room with a senior leader. They will hold restorative talks and discuss what went wrong, how they felt, who was affected by the behaviour, what they could do next time and how they are going to move forward. They will complete their work in the reflection room.

Scripted Language

We always use scripted language at Calcot. This ensures that all staff are consistent in what they say. We phrase our language positively, we provide a limited choice, we disempower and put in a consequence. An example is below. This is a script we could use if a child was refusing to come to the carpet with everyone else and listen to a story.

Positive phrasing:

Come sit next to me for a story.

Limited choice:

Would you like to sit on the chair or bean bag?

Disempowering the behaviour:

You can listen to the story from there.

Consequence:

We will check you understand the story before going out for break time.



We are a therapeutic thinking school. This means we prioritise prosocial (positive) behaviour and teach behaviour to children.

A short overview of our do's and don't

We Do ✓	We do not ✗
Invest in building positive relationships with our children	Shout at the children unless it's in an emergency to get immediate attention
Praise positive behaviour	Publicly humiliate e.g. writing names on the board, making children stand, face the wall, public telling off
Ignore behaviour that doesn't affect others (for a while). Give them some time and space.	Pick up on every tiny thing and nit pick when a child is struggling
Phrase things positively e.g. Sit down on your chair, put the pencil down please	Use negative language e.g. Don't you dare, don't tap the pencil, stop running
Give 2 choices when children are struggling e.g. Would you like to work here or with your friends at the table?	Give open choices or no choices e.g. What do you want to do? Where do you want to work?
Reward e.g. extra play, sticker, house point, positive note home	Bribe children-tell them that if they do something they can earn something.
Always put in consequences after unsocial or antisocial behaviour-these include a restorative talk and a consequence in-line with the behaviour. E.g. if they didn't do their work they will complete it during part of their play/lunch.	Make threats Put in a consequence and fail to follow it through. Use consequences not in line with the behaviour e.g. remove football because a child didn't complete their work.
Model positive behaviour including sitting silently in assembly, holding the door open for them and others, saying thank you etc.	Talk negatively about the children or to the children
Have high expectations and are relentless if children struggle by practising and practising e.g. lining up quietly, walking down the corridor, moving from the carpet to the table	Ignore or turn our back on antisocial behaviour (regardless of whether we work directly with the child or not) and let someone else support a child who is struggling

A brief overview of the steps school will take for unsocial or antisocial behaviour

Unsocial Behaviour	What to do
Refusing to do work or follow instructions (but not disturbing others)	The class teacher or adult who is there will: Speak to the child and empathise/de-escalate and provide them with some space/time Use Scripted language Have a restorative talk and consequence e.g. during the first part of break they will talk and complete the missed work. Log the incident Contact parents (only if the behaviour affects their learning or is repetitive)
Antisocial Behaviour	What to do
Shouting aggressively Banging on the table Breaking school property Leaving the classroom	The class teacher will inform the Team Leader and call for their assistance if needed. They will: Use Scripted language Restorative talk and protective consequence e.g. working in a different classroom/different environment, fixing what they broke Log the incident Contact parents
Antisocial Dangerous Behaviour	What to do
Fighting (physical assault) Pinching, biting, hitting, slapping etc Pushing aggressively Throwing furniture Sexualised Behaviour Bullying Racism Homophobia Leaving School site	A member of the senior leadership team will be called. They will: De-escalate Scripted language SLT informed Child to go to reflection room for protective consequence and restorative talk with SLT SLT with collate information from witnesses and if applicable CCTV cameras Suspension or Exclusion on occasion Log the incident Contact parents Follow Safeguarding procedures for the highlighted behaviours If a child is putting themselves at risk or others the staff have a duty of care to them and can (if de-escalation doesn't work) use physical restrictive intervention.

