



# **Positive Relationships and Behaviour Regulation Policy**

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Reviewer	Liz Orton/Kym Johnson
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# **Marden Primary Academy Primary Positive Relationships and Behaviour Regulation Policy**

## **Vision statement**

At Marden Primary Academy we aim to ensure that every member of the school community feels valued and respected, and that each person is treated fairly and well. We are a caring community, whose values are built on mutual trust and respect for all.

Marden Primary Academy has a holistic approach to education, valuing all learning in and out of the classroom. We are an Attachment Aware school which means we focus on building positive relationships between children and staff and children with their peers. We have also recently become a member of ARC (Attachment Research Community).

At Marden Primary Academy, we recognise that understanding our emotions is a key aspect of understanding and managing behaviour. Through Emotion Coaching and being attachment aware, both children and adults are able to both manage their behaviour and to create an environment that is conducive to learning. We understand that part of our role, in partnership with home, is to help pupils to understand what is right and wrong. Underpinning the behaviour policy is the belief that everyone can learn to self-manage/self-regulate their own emotions and behaviour. Through this, we encourage reflective thinking and do not accept prejudice in any form. Ultimately, we wish to give our children confidence about their capacity to think for themselves and to make sense of their own lives and experiences, hopefully beyond school and into the “real” world”.

## **Policy Statement**

This policy was based on Guidance provided by Herefordshire Local Authority and has included input from: members of staff, representatives from the governing body, parents and carers and students. This policy is developed to ensure guidance for staff, in order to promote positive relationships and behaviour in school. The procedures and guidance in this document provide a consistent approach across the school and enables students, parents and staff to understand our approaches to the management of behaviour in school. It is also recognised that for some pupils, variance on these procedures will be made in order to meet any specific social, emotional, learning or other needs which require a personalised approach; guidance for this appears in the appendix and approaches can be discussed with the SENDCo or a member of the SLT.

## **Policy Scope**

This policy is for all staff, pupils, parents and carers, governors, visitors and partner agencies working within the school and provides guidelines and procedures as to how our school supports and responds to building positive relationships and supporting positive behaviour.

## **Policy Aims and Objectives**

Our school is committed to the emotional, and mental health of its staff, pupils, and parents/carers, and we endeavour to promote everybody’s well-being. We wish to work towards this in all aspects of school life, and to provide an ethos, environment and curriculum that supports the social, emotional and mental health of the whole school community. It is acknowledged that members of the school community may have very different parenting experiences and views on behaviour. However, the aim of our Attachment Aware Relationships and Behaviour Regulation Policy is to bring us all together to adhere to some basic key principles and practices that reflect our school ethos.

Marden Primary Academy treats all children with unconditional respect and has high expectations for both adults’ and children’s learning and social behaviours. Our school is calm and purposeful. It prides itself on excellent relationships and a high level of care. We understand that positive relationships and behaviour can be taught and needs to be modelled. We understand that negative behaviour can signal a need for support which we will provide without diluting our expectations.

## Our Policy Aims to:

- Maintain a caring, orderly community in which effective learning can take place and where there is mutual respect between members.
- Help children develop a sense of worth, identity and achievement.
- Help all children to become self-disciplined, able to accept responsibility for their own actions and make positive choices.
- Develop in all children the ability to listen to others; cooperate and to appreciate other ways of thinking and behaving.
- To encourage good manners, honesty, respect and tolerance for others.
- To promote an environment where everyone feels happy, safe and secure and therefore develop to become positive, responsible and increasingly independent members of our school and the wider community.

We hope to achieve these aims through a school Relationships and Behaviour policy based on rights, responsibilities and respect. Praise, rewards, privileges, and positive role-modelling support the development of self-discipline and the capacity to make positive choices.

## What do we do to teach and promote to support the growth of positive relationships and behaviour regulation?

Our school rewards positive behaviour, as it believes that this will develop an ethos of kindness and co-operation. This policy is designed to promote positive relationships and behaviour, rather than merely deter anti-social behaviour. It is a means of promoting good relationships, so that people can work together with the common purpose of helping everyone to learn. We do this through:

- Whole School and Class Assemblies: These cover areas such as 'Caring for Other', 'Anti-bullying week', 'How to be a good friend', 'Who to go to if you need help'. There is a plan for the year with themes for each week which will include specific issues relevant to our school and community including: Racism; Homophobia; Gender based language; Tolerance and respect; Disability awareness.
- Whole School days/weeks: Specific focus weeks are used to bring certain aspect a higher profile; these include: Respect Week; Anti Bullying Week; and Manners Week.
- School Curriculum including RE and a thread through themes.
- High focus on teachers developing positive relationships with children.
- Clear and consistent routines in classrooms, around the school and in the wider community.
- High expectations from staff about conduct in class and around the school.
- Clear pathways when behaviour causes a concern and positive reinforcement for good behaviours.
- High expectation to engage with the self-regulation of behaviour.

## Policy Links

This Positive Relationships and Behaviour Regulation Policy links to the following other policies we hold in school: Add links to relevant policies, and delete any aspects of this policy which are covered in other policies:

PSHE Education Policy	Safeguarding and Child Protection Policy
RSE Policy	Child on Child Abuse Policy
Anti-bullying Policy	Restraint Policy
Equality Policy	E-safety policy
Health and Safety Policy	SEND Policy

## **Roles and Responsibilities**

Parents, staff and children all make a contribution. Success comes when there is mutual respect, trust, openness and honesty between all partners, who must acknowledge the importance of each other's roles. Teachers will recognise each parents' special interest in his/her child, and parents need to recognise that individual children's interests have to be set in the context of the class, the year group and the school.

## **How we work together**

### **All staff:**

- All members of staff are responsible for supporting the needs of children across the school. Where a child is seen to be having difficulties they should be treated with respect and understanding.
- Shouting and shaming should never be used and is not tolerated at Marden Primary Academy.
- Staff will always endeavour to have private discussions with pupils in order to help support any issues that are arising.
- Staff use the key principles outlined in this policy to support the needs of all our pupils.

### **Teachers:**

- Ensure parents are contacted when: a child is having ongoing issues or there has been a 'one-off' significant issue.

Where possible the teacher should do this to have the ongoing dialogue. On some occasions a member of SLT or a Learning Mentor will liaise with parents for significant one-off issues. For ongoing issues, a discussion should be had with the parent(s) as to the best way to keep a dialogue going.

### **ELSA will:**

- Provide specific support for children experiencing any difficulties, whether this is an ongoing need or a short term difficulty a child may be having.
- Provide support in class and at break and lunchtimes.
- Provide 1:1 or group work to support emotional health needs and mindfulness.
- Run the pastoral room.

### **The Head of School will:**

- Lead the ethos of this policy.
- Ensure the policy is implemented effectively and consistently throughout the school.
- Ensure effective training for staff.
- Oversee the specific needs of pupils across the school.
- Provides support to staff, pupils and parents as necessary.
- Link with outside agencies to offer additional services.
- Line manager for the ELSA.
- Ensure that all tracking and reporting of incidents and additional needs are up to date.

The Headteacher is the only person authorised to suspend or exclude a child.

### **Pupils should:**

- demonstrate sensitivity to the needs of others, irrespective of their differing abilities, their physical strength or characteristics, their gender, race or age.
- set a good example to others by demonstrating positive behaviour, learning to resolve conflicts by peaceful means, without resorting to physical or verbal abuse, or foul language.
- show good manners and respect for all people in school and consideration for others when moving around.
- show respect for other people, their work and property.

**Parents should:**

- Inform the school of any concerns (Class teacher or SLT).
- Have an open dialogue with the school.
- Collaborate actively with the school, so that children receive consistent messages about how to behave at home and at school.
- Support the school when needing to get further support.

**Governors:**

- have responsibility for setting down the general guidelines on policy and of reviewing the effectiveness. The governors support the Head of School in adhering to these guidelines.
- Duty to consider parents' representations about an exclusion.

**Encouraging Positive Relationships and Behaviour**

At Marden Primary Academy, we understand that positive relationships and behaviour can be taught and needs to be modelled. We encourage this through a number of ways including:

- 1) We have high expectations of behaviour around the school.
- 2) Children are actively involved in discussions and creating agreed codes of conduct with suitable rewards and sanctions.
- 3) We are kind, fair and consistent in our expectations of and responses to children giving positive encouragement, rewards and sanctions.
- 4) Watching out for children who are behaving out of character, or may be distressed or upset.
- 5) Listening about any issues when they occur in a caring and sympathetic manner and supporting the child to achieve a positive outcome.
- 6) We develop the children's moral and spiritual education through all areas of the curriculum which is supported by more specific teachings of values.
- 7) Staff model positive behaviours and resolution techniques around and with pupils.

**Positive relationships and behaviours are rewarded through a range of ways including:**

- Verbal praise - a well done or a smile.
- Stickers or positive comments in books.
- Approval by other staff. Children love to go to other teachers for praise and rewards.
- Approval by the Head of School/Senior Management Team, either through individual praise and a sticker or by requesting the Head of School/Senior Management Team comes into the classroom for whole class praise.
- Individual teacher reward systems, i.e. stars, smiley faces, badges, Dojo points, Star of the Week, reward charts etc. for class, group or individual.
- Positive comments written on work or in reading diaries.
- Extra playtime.
- Golden Time.
- Encouragement for children to acknowledge/value each other's contributions and achievements through presenting and sharing work.
- A weekly 'Celebration Assembly' to celebrate good qualities of work and behaviour.
- Inviting parents to regularly share individual achievements, i.e. go out to parents and say "I'm so pleased with..." etc.

**Going out of School**

Positive behaviour is extremely important on educational visits. Although pupils are away from the school building; they are expected to uphold our high standards of behaviour. Should extremely poor behaviour occur during a visit, the child's parents/guardians will be expected to make arrangements for their child to return home as soon as possible at the expense of the adult.

## **Sanctions**

When a consequence is necessary as a result of negative behaviour, in order to use sanctions effectively . . .

- Any action should be taken calmly rather than in anger.
- Private reprimands are often more effective than public ones (though care must be taken to ensure that the child is not finding the individual attention rewarding rather than sanctioning).
- All sanctions should be applied fairly and consistently.
- Sanctions should focus on the behaviour not the child.
- If possible, a reprimand should include a message about what the child should do in future.
- Sanctions are generally more effective if they are given immediately after the misdemeanour (though for older children the anticipation of a deferred punishment can be effective).
- The nature of the sanction should reflect the severity of the behaviour in question and could include:
  - Verbal warning
  - Staying behind to talk to a teacher or adult
  - Sitting on one's own away from others
  - Loss of break time
  - Being sent to the head teacher or another teacher
  - Parents informed of poor behaviour
  - Asked to do extra work or write a letter of apology
  - Not being allowed to represent the school on school events e.g. sports or music activities
  - Suspension or exclusion.
- The safety of the children is paramount in all situations. If a child's behaviour endangers the safety of themselves or others, the teacher will stop the activity and take appropriate action.
- Unacceptable behaviour may result in the child being seen by a member of the Senior Management Team and/or bring about the withdrawal of playtime or lunchtime privileges.
- If, for exceptional reasons, a child is sent out of lessons they should be required to do some kind of work:
  - a) Referral back to the teacher for suitable curriculum activity to complete under supervision.
  - b) Instigate a 'time out' procedure only in extreme cases. **On no account** must a child be left unsupervised.
- Whenever possible, when a child has received a sanction, the teacher should endeavour to be as positive as possible. The adult should offer advice and suggestions about ways to solve a problem or to behave properly in future.

Situations deemed to be serious breaches of discipline may require the intervention of members of staff trained to deal with disruptive behaviour who may use physical intervention if necessary. Records may be kept of any incidents as part of our procedure to improve behaviour in our school. Continued inappropriate behaviour may result in individual behavioural plans and referral to outside agencies.

### Exclusions (please refer to Exclusion Policy)

A decision to suspend a child for a fixed term or to permanently exclude will only be taken in response to serious breaches of this policy.

Where there are breaches of discipline by adult members of the school community matters will be dealt with by the Head of School and governors as set out in the terms of employment.

**Policy review process**

There should be a continuous (and at least annual) process of review of the school's Behaviour Regulation Policy. This should involve an ongoing cycle that involves applying Attachment Aware principles into practice and policy development, disseminating through frequent training, reviewing effectiveness/identifying weaknesses and/or lack of clarity, problem-solving to further develop practice.

## Appendix 1 - An Attachment Aware approach to developing Positive Relationships and Behaviour Regulation





## Appendix 2 - A guide to supporting regulation through responsive Co-Regulation Plans

State of Regulation	Potential displayed behaviours	Responsive co-regulation
<b>Calm</b> Safe/socially engaged	Steady heart/breathing rate. Calm state of arousal. Open to social engagement. Expressive facial expression and voice prosody. Able to listen, process language and engage in thinking to learn.	Maximise expressive social engagement. Fully engage and connect using the face, voice, movement. Encourage listening and expressive responses. Engage thinking skills to reflect and make connections. Introduce gentle challenge through play/activity.
<b>Mild Stress</b> Alert/Agitated/Withdrawn	Slightly raised heart/breathing rate. Signs of agitation, frustration, anxiety. Raised hypervigilance. Lack of focus, easily distracted. Increased mobilisation. Early signs of needing to take control or helplessness.	Connect through eye contact, movement and facial expression. Express calmness through storytelling prosody and open facial expression. Attune to mood, intensity and energy of the child. Respond by being more animated to attune to agitation, increase intensity to attune to anger, be gentle and delicate to attune to sadness. Respond empathically and validate feelings. Use calming, soothing and regulatory activities.
<b>Dysregulated</b> Mobilised	High levels of arousal/distress. Hyper vigilant. Difficulty listening and focusing. Mobilised – fidgeting, jumping, running, climbing etc. Raised voice with lack of prosody. Decreased expressivity. Threatening behaviour. Oppositional behaviour.	Reduce social demands whilst remaining present. Provide individual attention. Convey adult containment. Let them know you are able to 'hold' their dysregulation by remaining regulated. Convey your calm and regulated state by being confident and contained. Use quiet, calm sounds and tones which are expressive and confident. Reduce language, give short clear directions. Avoid questions and choices. Use predictable routine. Reduce sensory input, lights, noise. Use sensory soothing.
<b>Dysregulated</b> Immobilised	Lowered heart/breathing rate. Reduced energy. Shuts off from surroundings/dissociates. Depressed state. Immobile/frozen. May feel faint.	Gentle, soft and delicate manner of coming close, making them aware of your presence and support. Use comforting and predictable voice. Use invited touch to soothe. Singing, humming, music. Use sensory soothing. Calm and gentle reassurance.
<b>Crisis</b>	The child's behaviour means that they or other people are not safe.	An individualised plan of action which outlines action to be taken in the event of unsafe behaviour. This may include advice from outside agencies. The plan should be shared with the child and include their views as to what helps and with all staff working with the child. Roles and responsibilities should be clear. If the plan includes physical intervention staff should have had the appropriate training. Devon LA recommend PIPS training. Adults need to provide high levels of containment through their way of being – having a plan can help.

## Appendix 3 Marden Behaviour Blueprint

# Marden Primary Academy Behaviour Blueprint

### Adult Behaviour

- Calm, consistent and fair
- Give first attention to the best conduct
- Relentlessly bothered
- Recognise over and above
- Relentless routines
- Restorative follow up

### Over and above recognition

- Praise
- Dojo points
- Spotted board
- Star of the week
- Hot chocolate with Mrs Johnson
- Shared with parent or carer

### Marden STAR rules

Safe  
Truthful  
Ambitious  
Respectful

We believe in giving every child the support and respect to reach their potential.

### Stepped Sanctions - in private

Numerous drive bys to have taken place before stepped sanctions:

1. Reminder of expectations
2. Warning
3. Last chance (using micro script)
4. Reflection time (in or out of class)
5. Restorative conversation

Once all steps taken and behaviour still not acceptable discuss with H of S.

### Micro script

(30 Second Response)

I've noticed that ... you know the school expectations to be a Marden STAR (Safe, Truthful, Ambitious and Respectful). I really liked it when you ... and that's the ... we want to see. You are better than the behaviour you are showing at the moment. I expect you to ... . Thank you for listening.

### Restorative Questions

1. Can you tell me what happened?
2. What were you thinking/feeling at the time?
3. How have you been thinking/feeling since it happened?
4. Who do you think has been affected by your actions? How were they affected?
5. What could you do now to help make things right?
6. How can we prevent this from happening again in the future?
7. What can I do to help you?

### Culture of Certainty

- Expected/Predictable
- Fair
- Respected
- Unquestioned

### Relentless Routines

Wonderful Walking	Ready to Learn	Lovely Lines	Silent Signaller	Playground Pals	Mealtime Manners
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