

Delph Side Behaviour Policy 2021-2022



Our Values

‘At the heart of the community, we welcome and nurture, promoting resilience, growth and independence within our inspiring and transformative environment.’

ENJOY EMBRACE EVOLVE

At Delph Side, we intend for our pupils to acquire the skills and knowledge which will enable them to develop as individuals - to be emotionally literate, confident, caring, concerned and committed to their own development, yet aware of their responsibilities to others. We believe that positive and respectful behaviour is the responsibility of all ‘Delph Sider’s’, and should be modelled, supported and taught by parents, carers and Delph Side staff alike.

We believe that children behave positively when they **ENJOY** coming to school, and being part of a wider community of friends and family who care about each other equally. Children should enjoy their learning and enjoy their time in class are productive and happy, and care about good order in their learning environment.

We believe that positive behaviour is supported when children and staff **EMBRACE** a high standard of expected behaviour, conduct, self-discipline and respect for themselves and others. Children should embrace reasonable challenges and overcome challenging milestones with the support of trusted adults.

We believe that behaviour expectations can be modelled by supportive adults, and that children can **EVOLVE** in their behavioural culture by observing high-quality examples throughout our school. Children who evolve their behaviour and learn from experience go on to become more resilient and help others to grow with them along their Delph Side journey.

Our values were created by staff, pupils, governors and school council were consulted in a collaborative process to select ENJOY, EMBRACE and EVOLVE, along with key attributes which feed into our values:

- Positivity
- Resilience
- Empathy
- Belief
- Trust
- Nurture
- Community
- Respect
- Voice
- Responsibility
- Honesty

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School Leadership

At Delph Side, we believe it is every person's duty to uphold the expected standard of behaviour for our children to observe and follow, as high-quality role models. Our staff will lead by example by modelling the highest behavioural standards in their professional conduct, their interactions with each other and the relationships we form with our Delph Sider's. We are committed to fairness, positivity and restoring justice; we listen to our children and demonstrate how to resolve conflict amicably and with respect and dignity, but also with firmness.

Senior Leaders will support all staff members in promoting positive behaviour and lead on managing challenging behaviours across the school – being supportive coaches to teaching and learning staff. Senior Leaders will record, monitor and action behaviour which falls short of the high standards we set, and will report to the Governing body on behavioural challenges, initiatives and development opportunities that arise. Leaders will also arrange for suitable training and development opportunities for staff to enable them to effectively deliver our behaviour policy.

Roles and Responsibilities

It is every staff member's responsibility to encourage and model positive, respectful and socially acceptable behaviour at Delph Side, and to apply appropriate sanctions when negative, disrespectful or unsociable behaviours are observed in any setting within school.

We will involve parents when behaviour problems arise, at an early stage rather than as a last resort. This will be achieved through daily conversations at our classroom doors, through our Seesaw app and by promptly telephoning parents on the same day.

The responsibility our pupils have

Our pupils are active learners who engage with the activities set by their teachers. Through their enthusiasm for learning and the tasks at hand, our children will aim high with positivity in class and will strive to maintain their own high standards of behaviour, etiquette and interactions with others.

Through our Growth Mindset philosophy, our children are expected to positively impact on others' well-being, by demonstrating positive attitudes to their learning and the learning of their peers. Pupils will be given responsibilities to help with managing everyday school life. Through their own contributions to wider school events, environments and procedures, the children will own and value their community and the people who make it a valued place.

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Pupils will be encouraged:

- To respect each other's right to speak and give opinions
- Not to put other people down or laugh at them
- Not to make personal comments □ To help each other

The responsibility parents have

Parents are the first educators. They play a crucial part in shaping their children's personalities and attitudes and continue to have a powerful influence over them throughout their school years. We believe that parents have a vital role in promoting good behaviour in school.

Delph Side expect to be supported by the parents of our pupils, in all matters involving negative behaviour, investigations into negative behaviour – including allegations of bullying - and in follow-up support opportunities.

Promoting Good Behaviour in all areas of our school

We believe that all behaviour is communication, and behaviour is most positive when children feel safe, secure and happy in their environment. At Delph Side, we strive to create this environment along with the engagement, stimulation and challenge that draws out the very best behaviours in all of our Delph Siders.

We promote good behaviour using an array of strategies, which include:

- Our Delph Side Behaviour Steps (see appendices) which offer a systematic and scaled approach to managing behaviour, setting out appropriate and corresponding consequences and staff actions.
- Delph Side Behaviour Steps visible in every learning area of school – for staff and children's quick reference.
- EYFS-friendly Delph Side Behaviour Steps – with visual aid to support EYFS children
- Our Values – Enjoy, Embrace, Evolve - woven into every lesson, visible in every room, and referenced in every weekly Gathering.
- Weekly Gathering – both virtually and in-person to celebrate achievements, extra-curricular successes and weekly attendance
- Values Badges – Enjoy, Embrace, Evolve badges awarded to children from each class in weekly Gathering
- 'Gold coins' awarded for positive acts, positive behaviours, following school expectations, acts of kindness and contributing to school life. Coins counted by Y6 and the winning team is presented in weekly Gathering.
- 'Spotted' badges awarded for positive behaviour, acts of kindness and supportive behaviour – noticed secretly by staff
- 'Making the Difference' awards presented to children who have impressed with exceptional behaviour or contributions to school life or in the wider community

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- Attendance celebrated and winning classes rewarded weekly, half-termly and termly (see Attendance Policy)
- Class teachers are given professional license to install and manage personalised behaviour rewards and class charters, which are based on the Delph Side Behaviour Steps.
- A restorative approach to resolving behavioural disputes and negative choices by 'fixing' situations between the victim and the aggressor.
- Visiting another class to share achievements, great work or share a success.
- Visiting SLT to share achievements, great work or share a success.
- Sharing achievements, great work or sharing a success via school social media
- Sharing achievements, great work or sharing a success via Seesaw app or WEDUC app.
- Collective worship opportunities, SLT assemblies and subject leader assemblies to promote positive ethos and understanding of cultures, ideas, subject areas and lifestyles.
- 'Values Club' with our Family Wellbeing Officer or with a member of SLT, following Gathering – values winners have time in The Hangout to chat and enjoy juice and biscuits around the table together. **(begin in Sept 2021)**

Classroom Management

In addition to 'promoting good behaviour' and the strategies outlined above, class teachers are given freedom to create and manage behaviour rewards which are suitable, appropriate and meaningful their cohort of pupils – based on our knowledge and understanding of our pupils. Class teachers may use a range of reward opportunities such as, but not limited to:

- Extra break times
- Approved on-site visitors
- Approved virtual workshops
- Now Press Play audio experiences or silent disco
- Use of technology, such as Chrome books or iPads
- Extra PE opportunities as part of PE SLA
- Use of our Forest School area
- In-class cinema experiences

All of the above extrinsic opportunities come second to intrinsic, daily, 'in the moment' rewards of positive verbal feedback, celebration, acknowledgement of daily successes by all members of staff – in line with our Delph Side Behaviour Steps and our Values.

Teachers have the full support of senior leaders, our Behaviour Leader and external support from WISH – via Kingsbury Primary School – our FORWARD cluster of schools and through Team Teach to help positively manage classroom behaviour.

To effectively manage classroom behaviour for maximum teaching and learning, we will employ strategies such as, but not limited to:

- Differentiated learning tasks to provide suitable, engaging levels of challenge
- Well-constructed seating plans to limit disruption and maximise learning
- Provide hand-over meetings between teachers
- Utilise EHCP, IBP, IEP, WISH support plans and Team Teach positive handling plans for individual children and make provision for their behavioural and learning needs
- Offer quality-first teaching engage all learners and minimise opportunities for negative behaviours
- Utilise Teaching Assistants effectively to offer learning support
- Observe, review and feedback on classroom management through behaviour learning walks and audits
- Utilise whole-class behaviour support plans and staff behaviour support plans
- Ensure lessons offer suitable pace, timings, challenges and enjoyment
- Use our Delph Side Behaviour Steps fairly, consistently and constructively

Preventing Bullying

The Department for Education states that no legal definition is outlined for what bullying constitutes, but provides the following guidance:

“There is no legal definition of bullying.

However, it's usually defined as behaviour that is:

- ***repeated***
- ***intended to hurt someone either physically or emotionally***
- ***often aimed at certain groups, for example because of race, religion, gender or sexual orientation***

It takes many forms and can include:

- ***physical assault***
- ***teasing***
- ***making threats***
- ***name calling***

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- ***cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)”***

Bullying, in all forms, will not be tolerated at Delph Side Primary School and is treated with urgency and is prioritised by all members of staff as part of our Safeguarding Policy, Anti-bullying Policy, Online Safety Policy and Cyber-Bullying and Social Networking Policy.

We include all forms of bullying in our investigating of bullying incidents and concerns, and while we acknowledge that it is difficult to completely eliminate bullying in schools, we will act swiftly, decisively, fairly and justly to investigate bullying and ensure that our

Delph Sider's feel safe, secure and can fully meet our VALUES.

In order to prevent bullying and deal with any incidents of bullying, we employ a range of strategies:

- 'Anti-Bullying Week' is observed
- 'Anti-Bullying Week' materials are also used throughout the year
- Jigsaw PSHE curriculum
- Collective Worship with SLT
- Monitoring of communal areas at breaks and lunches
- Monitoring of playground by Senior Leaders and supervision by teaching staff
- Family Wellbeing Officer employed to lead pastoral provision
- The Hub in place as pastoral areas
- Educating around bullying and the impact it has
- Approachable staff who the children can have confidence in when disclosing bullying incidents and concerns
- Ongoing training and support given to Welfare and Support Staff
- Monitoring of playtimes by Behaviour Leader
- Computing curriculum which includes online safety, and our Online Safety Policy
- 'Faith Week' is observed annually to break down cultural barriers and educate children about diversity.

Screening and Searching

There are two sets of legal provisions which enable our school staff to confiscate items from pupils:

1. The general power to discipline enables a member of staff to confiscate, retain or dispose of a pupil's property as a punishment. Staff are protected against liability for damage to, or loss of, any confiscated items provided they have acted lawfully and reasonably. Confiscated items that represent potential harm to pupils or staff will be secured in the school office before they can be disposed of/handed to the relevant authority.

2. Power to search without consent for 'prohibited items' including:

- Knives and weapons
- Alcohol
- Illegal drugs
- Stolen items
- Tobacco and cigarette papers
- Pornographic images
- Any article that has been or is likely to be used to commit an offence, cause personal injury or damage to property
- Any item banned by the school rules which has been identified in the rules as an item which may be searched for

Weapons, knives illegal substances and extreme or child pornography must be handed to the Police. Otherwise, it is for the teacher, and Senior Leaders, to decide if and when to return an item, or whether to dispose of it.

The school also reserves the right to follow DfE advice on Searching, Screening and Confiscation where there is a need to search a pupil for a mobile device relating to Online Safety (See Online Safety Policy and Social Media Policy).

Delph Side Primary School also reserve the right to prohibited and confiscate personal items which contravene our COVID-19 Risk Assessment (See COVID-19 Risk Assessment).

Physical intervention and support

At Delph Side, we recognise that on very rare occasions, certain children may require physical support by our members of staff for a range of reasons - in the form of positive handling. By having a deep and caring understanding of our pupils, our staff will, if necessary, use reasonable and appropriate levels of force to prevent pupils committing an offence, injuring themselves or others, or damaging property, and to maintain good order and discipline in the school.

Senior Leaders and authorised school staff may also use such force as is reasonable, necessary and appropriate, given the circumstances, when conducting a search without consent for knives or weapons, alcohol, illegal drugs, stolen items, tobacco and cigarette papers, fireworks, pornographic images or articles that have been or could be used to commit an offence or cause harm.

There are identified members of staff within our school who have up to date training on safe physical restraint techniques through accredited Team Team facilitators and have completed 'blended' online course modules in the principles of positive handling and de-escalation strategies - but this is in addition to collective responsibility of all staff, who have the legal right and school authority to use reasonable force.

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Incidents where reasonable force is used are kept and fully recorded using CPOMS and parents of pupils in receipt of positive handling or de-escalation strategies are informed and consulted upon the full incident. In all cases, staff will dynamically risk assess any given situation before employing reasonable, proportionate and necessary force in the circumstance for the shortest possible period of time. Key members of staff have completed Team Teach training and will conduct half-termly 'refresher' sessions to coach each other and feedback as critical friends.

Children who require physical intervention will usually have a Team Teach Positive Handling Plan with individual, personalised strategies for de-escalation. If a child, who previously has not been assessed as requiring possible Team Teach intervention then requires support, we will action a Team Teach Positive Handling Plan and share amongst appropriate staff members.

Beyond the school gate

We recognise that behaviour continues past our school gates and into the local community, and that our Delph Sider's, whether in uniform or not, represent our school and our reputation. We also recognise that the emergence of social media, and its impact upon youngsters, can be a contributing factor to negative behaviour incidents outside of school. To address negative behaviours, including online behaviours, online hate, 'trolling' and even anti-social behaviour, we reserve the right to utilise our Delph Side Behaviour Steps, and the logical consequences set out in our steps to effectively and appropriately address behaviour beyond the school gate, if the behaviours:

- bring Delph Side Primary School into disrepute
- impact teaching and learning in school time
- Impact on staff school time by addressing 'out of school' behaviour
- Are being observed on numerous occasions without the child/ children evolving their behaviour or outlook

This section should be read in conjunction with our Online Safety Policy, Computing Policy, Anti-Bullying Policy and Social Media Policy and with our Delph Side Behaviour Steps.

School support systems

1. Partnerships with local agencies

To support our children's individual needs, their SEND and our managing of behaviour, we utilise WISH support – provided by Kingsbury Primary School, in Skelmersdale. We buy into the WISH support cluster, who liaise with us to provide suitable and tailored strategies to enable our pupils to integrate into our mainstream classroom settings and achieve their full potential. We utilise WISH support by contacting WISH when concerns over a child's classroom behaviour and behaviour for learning arise – which may be the result of undiagnosed medical conditions, personal circumstances, culture for learning or as part of their developmental stage.

We then liaise with WISH to develop a support plan for practical classroom support, strategies to maximise learning and de-escalation techniques. This is shared with parents and agreed upon with a review date set.

In addition to WISH support, we utilise Team Teach positive handling resources and training materials to support our recent accreditation (July 2021). We access the latest updates and de-escalation strategies to support our practical application for de-escalating challenging behaviour.

School support – managing allegations of misconduct

This section should be read in conjunction with the school's complaint procedure and complaint form – which can be provided by our school office or from our school website.

- In respect of this particular policy it should be noted that:
- All complaints about the use of force should be thoroughly, speedily and appropriately investigated.
- Where a member of staff has acted within the law – that is, they have used reasonable force in order to prevent injury, damage to property or disorder – this will provide a defence to any criminal prosecution or other civil or public law action.
- When a complaint is made the onus is on the person making the complaint to prove that his/her allegations are true – it is **not** for the member of staff to show that he/she has acted reasonably.
- Suspension should not be an automatic response when a member of staff has been accused of using excessive force. We refer to the "*Dealing with Allegations of Abuse against Teachers and Other Staff*" guidance where an allegation of using excessive force is made against a member of staff. This guidance makes clear that a person should not be suspended automatically, or without careful thought.

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- We will consider carefully whether the circumstances of the case warrant a person being suspended until the allegation is resolved or whether alternative arrangements are more appropriate.
- If a decision is taken to suspend a member of staff, we will ensure that the person concerned has access to a named contact who can provide support.
- Our Governing body will always consider whether a member of staff has acted within the law when reaching a decision on whether or not to take disciplinary action against them.
- As employers, we acknowledge that schools and local authorities have a duty of care towards their employees. It is important that schools provide appropriate pastoral care to all members of staff.

We are satisfied that the above Behaviour Policy is appropriate and to be adopted by the school. To be reviewed on an annual basis by the School Council, staff and Governing body.

This policy is referenced in:

- Staff Induction
- Child Protection & Safeguarding Policy
- Remote Learning Policy
- Acceptable Use Policy
- Online Safety Policy

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Team Teach Positive Handling Policy 2021-2022

At Delph Side, we have a commitment to ensuring the well-being, health and safety of our pupils at all times – even when they may be at risk of losing self-control. We understand that, for some children, regulating themselves in times of crisis may present a risk to themselves, to others, to the calm order of school life and to school property.

To support our identified children, Delph Side will commit to the following:

- Specifically identified staff members will be trained in the safe use of Team Teach positive handling strategies.
- All staff members will be encouraged to use positive, calming de-escalating techniques to resolve and settle moments which may lead to crisis.
- Staff members will behave and conduct themselves in line with our Behaviour Frameworks, and will act as a positive influence and role model for pupils.
- Identified staff will take part in half-termly 'refresher' training to recap, discuss and practise the correct use of approved Team Teach strategies.
- Senior Leaders will structure Positive Handling plans for children identified as possibly requiring physical and verbal de-escalation strategies.
- We will only employ the use of physical intervention as a last resort, and when its use is NECESSARY, REASONABLE and APPROPRIATE.

Team Teach physical interventions:

Through our approved Team Teach training, our staff will employ physical interventions which reflect the context of the situation we are managing in order to safeguard the individual pupil, others nearby and the safety of our staff. We will also use physical intervention on the rare occasion when good order is prejudiced and when school property is at risk of damage.

Wrist guide

A first stage support, applying a 'caring C' to the pupil's wrist, to guide the pupil to a desired and agreed location. Wrist guide is a gentle prompt and requires the pupil's compliance. Caring C can be replaced by hand-holding to show emotional support and a soft approach when de-escalating the situation.

Elbow guide

A second stage support, by applying a 'caring C' to the pupil's elbow to gently but assertively guide the pupil to the agreed and desired location in school. This also requires the pupil's compliance in following the adult to an agreed and desired location.

Single-person – single elbow

A third stage support, using 'caring C' on the inside of the pupil's forearm, along with a caring palm on the shoulder to brace and limit shoulder movement whilst travelling between locations. This gentle support protects the pupil if they are in crisis and protects staff from strikes as arms flail.

Two-person – single elbow

A fourth stage support, which requires two members of staff who both apply a single elbow support using 'caring C' and 'caring palm'. This support is reserved for more extreme physical displays and when a child, while in crisis, is in danger of injuring themselves, staff or is damaging property. This support is to be used whilst in a standing position, but can be continued into a kneeling position.

Seated Two-person – single elbow

This support can be applied whilst seated in suitable furniture such as couches in The Hangout or in The Hub, and in bean bags in Y4, Y3 and Y1 classrooms. This support may require a third member of staff to correctly position and maintain the position of furniture.

Single-person – double elbow

A fifth stage support in which a staff member must brace both pupil's elbows to limit more extreme and potentially violent movement. This is used only in extreme outbursts when a child is in crisis and is a danger to themselves, other pupils, to staff and is at risk of damaging property. The staff member must apply caring C to pupil's opposite forearm, whilst applying caring C to nearside wrist. This support is primarily used to safely travel with the pupil to an agreed location.

Two-person – double elbow

This support is used for very extreme incidents where the pupil is displaying violent behaviours or extreme defiance which risks the pupil's safety. Two members of staff will both apply a double elbow support to limit movement and safely brace arms. The close contact that this support provides can provide calming effect and help to de-escalate violent behavior. This support should NEVER be applied in a seated position – so as not to restrict the pupil's breathing during the support. This support should not be used for more than 5 minutes without a change of face between members of staff, or an opportunity to release the support and provide the pupil with an opportunity to self-regular and de-escalate.



Our School Behavioural Framework

Living our values — We make the difference!



We know that the right attitude and behaviours make a positive impact on children and staff experience. We want Delph Side to be a fulfilling and enjoyable place to work and this starts with how we behave towards one another. Behaviours demonstrate the attitudes and approach that each of us takes to work:

How we do things — How we treat others — What we say and how we say it

The behavioural framework will help us talk about how we behave, how we may need to modify or change our behaviour and how we hold each other to account.

It will encourage us to celebrate our achievements and develop and grow as individuals, as a team and as an organisation. The values and behavioural framework were developed by our children and shared with staff, families and local communities.



I will enjoy...

Expected Behaviours

Smile – at everyone.
Believe we make the difference.
Appreciate others.
Have confidence in decisions.
Show compassion.
Sharing problems – actively listening to others.
Trust and be trusted.

When ENJOY is not demonstrated

If the feelings of others are dismissed.
If worries aren't shared and negative thoughts develop.
If reactions to situations aren't positive or professional.
If behaviours are seen as untrustworthy.
If decisions can't be made.



I will embrace...

Expected Behaviours

Positively listen, and be open, to new ideas.
Empathise.
Respect and celebrate diversity.
Trust colleagues to support each other.
Nurture others to develop confidence.
Have a positive attitude to support our culture of positivity.

When EMBRACE is not demonstrated

If closed to change.
If time isn't taken to listen.
If 'grumbling' is supported.
If dishonesty is shown.
If there is a lack of respect.
If others are judged.



I will evolve...

Expected Behaviours

Actively seek new challenges and experiences.
Believe in each other and the organisation.
Empower self and others, through a positive mindset, pedagogy.
Regularly reflect on own.
Enthusiastically contribute to our wider professional community.
Value the opinions and ideas of others – everyone has a voice.

When EVOLVE is not demonstrated

If change is undertaken for change's sake.
If opportunities to develop own practice are ignored.
If advice/feedback isn't respected.
If opportunities aren't offered to develop or taken up.
If the focus is to undermine, rather than embrace and support.

Enjoy. Embrace. Evolve — We make the difference.



Our School Behavioural Framework

Living our values — We make the difference!



How we do things – How we treat others – What we say and how we say it

ENJOY.

I will enjoy...

Expected Behaviours	When ENJOY is not demonstrated
<ul style="list-style-type: none"> Smile Believe in yourself Celebrate our successes Share worries Trust and be trusted 	<ul style="list-style-type: none"> Being selfish Thinking negatively about others Keeping worries to yourself Leaving others out

EMBRACE.

I will embrace...

Expected Behaviours	When EMBRACE is not demonstrated
<ul style="list-style-type: none"> Be positive Celebrate differences Trust each other Look after each other Attend school every day 	<ul style="list-style-type: none"> Being negative, giving up Judging others When lies are told If someone feels excluded Stay at home

EVOLVE.

I will evolve...

Expected Behaviours	When EVOLVE is not demonstrated
<ul style="list-style-type: none"> Enthusiasm! Everyone using their voice. Reflect: how could I improve? Learn from each other Step up to challenges 	<ul style="list-style-type: none"> Giving up Advice is ignored Being jealous of others If other people's ideas are treated with disrespect

Enjoy. Embrace. Evolve — We make the difference.

EYFS Behaviour Steps



Safe hands & feet.



Kind Words.



Listening ears.



Walking feet inside.



Quiet voices inside.

