



Positive Behaviour Policy including Anti Bullying and Physical Restraint



Committee:	Trust Board
Approved on:	
Next review date:	July 2022
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Overview

At ESPRIT Multi Academy and in our school we are committed to creating an environment where everyone is expected to maintain the highest standards of personal conduct, to accept responsibility for their behaviour and encourage others to do the same. Our school rules are...

Be Ready, Be Respectful, Be Safe

- We understand that not all pupils arrive to our school knowing how to behave and what our high expectations are, these must be taught.
- We ensure that all pupils are taught the rules, relentless routines and all staff must follow visible consistencies so that our children are proud of belonging to Northwood Broom and wear their badge with pride.

We agree with Paul Dix, ;

'Good behaviour is recognised sincerely rather than just rewarded. Children are praised publicly and reminded in private.'

All staff have the highest expectations, modelling the behaviour we expect from the children. Positive and productive relationships are central to effective behaviour management. Adults manage and influence behaviour and children are responsible for the choices that they make. Adults take the lead with pupils who struggle to maintain positive relationships. Our Personal Social and Health Education Policy, Circle Time lessons and assemblies teach children about how to treat others well, be polite, kind, have personal discipline and how to seek help for themselves and/or others to keep safe.

Each of our schools has a school motto which underpins our values. Our Northwood Broom motto is 'A Happy Place to Learn, Care and Achieve.'

Our MAGIC learning values are promoted and expected at all times.

M otivation
A ttitude
G umption
I ndependence
C ommunication

Our Aims

- To ensure every child and adult lives our core values every day.
- To keep everybody safe and comfortable in a caring environment where optimum learning takes place.
- To create an ethos of excellent behaviour which reflects 'The Northwood Broom way'.
- To promote a positive attitude to learning in line with our MAGIC ethos.
- To provide clear guidance for everybody in our MAT community in sustaining high expectations of the conduct of all children and adults
- To apply a consistent and calm approach which establishes and maintains the same clear boundaries
- To ensure everybody in our community takes responsibility for managing behaviour and follow-up incidents personally
- To ensure all adults use consistent language to promote positive behaviour
- To ensure that restorative approaches are used as an alternative to punishments
- To create a culture of self-discipline-where children know that good behavior is expected as the norm.

- To help children take control over their behaviour and be responsible for the consequences of it.
- To build a school community, which values kindness, care, good humour, good temper, obedience and empathy for others.

Our Promise

At Esprit all staff will:

- Welcome all children warmly at the start of each day, on entry to school grounds and to classrooms.
- Always identify when pupils/staff struggle to meet expectations and follow up each incident personally.
- Maintain consistent practice with adults establishing the same boundaries, always redirecting or encouraging children by referring to ‘Be Ready, Be Respectful, Be Safe.’
- Deliberately and persistently catch children doing the right thing and praise them in front of others moving the attention from those who make poor choices
- Know their classes/ groups well and relentlessly develop positive relationships and mutual respect with all children.
- Carry out class coaching/mentoring to teach positive behaviours daily, this may be tailored for some individual needs.
- Communicate effectively on the individual needs of pupils, with regard to their difficulties and the strategies which work best to gain a deeper understanding of individuals.
- Remain calm and keep their emotion for when it is most appreciated by children.
- Demonstrate unconditional care and compassion.
- Give the children a voice.
- Give children a ‘fresh start’ after mistakes have been made.
- Remind children when they make mistakes, quietly and not in public
- Directly teach and celebrate good behaviour routines, for example, moving inside and outside the Academy, moving from the tables to carpet.

The Academy Principal, The Senior Leadership and The Middle Leadership Teams will:

- Relentlessly follow the above.
- Be a visible presence around the school.
- Regularly celebrate staff and children whose efforts go above and beyond expectations.
- Encourage use of positive praise, phone calls/texts/ stickers/certificates.
- Ensure staff training needs are identified and met.
- Use behaviour records to target and assess interventions.
- Support teachers in managing children with more complex or challenging behaviours.
- Celebrate in specific ways with children who display ‘above and beyond’ behaviours.

Positive Reinforcement, Responsibility and Reward

Our Academy has 3 simple rules *Be Ready, Be Respectful, Be Safe*, these encompass ‘The Northwood Broom way’, which can be applied to a variety of situations and are taught and modelled explicitly. We ensure that our children’s excellent conduct is acknowledged, valued, appreciated and recognised.

Our Rules	Visible Consistencies and minimum expectations from staff	Over and Above Recognition strategies to be used
1. Be Ready 2. Be Respectful 3. Be Safe	<ul style="list-style-type: none"> ● Daily meet and greet for all children – premises and classroom ● Persistently catching children doing the right thing ● Challenge children/adults who are failing to meet expectations ● Accompany children to and from the playground at the end of every session/ day ● Praising in public (PIP), Reminding in private (RIP) ● Use consistent language and scripted responses ● Identify the behaviour we expect ● Explicitly TEACH the behavior we expect 	<ul style="list-style-type: none"> ● Recognition boards ● Certificates/ Stickers/ Dojos ● Phone call/text home ● Verbal praise ● SLT praise ● Class Rewards/ Celebrations ● Show work to another adults (inc SLT) ● Well done AP award

	<ul style="list-style-type: none"> ● MODEL the behaviour we expect ● PRACTISE the behaviour ● NOTICE excellent behaviour ● CREATE conditions for excellent behaviour 	<ul style="list-style-type: none"> ● Hot Chocolate Monday /Friday
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We want all adults to recognise the positive behaviour of our children whenever they see it. Visitors are asked to find examples of positive behaviour and feedback to the reception staff at the end of the visit, staff are overheard in the corridors thanking children for their Ready, Respectful and Safe behaviour, School Leaders walk into classrooms excited to discover the very best behaviour. Our recognition culture should be at the forefront of our behaviour and relationship management. It should delight the children who do the right thing every day but rarely get noticed it should surprise visitors with its visibility and slowly gain a reputation in the community for its relentlessness

Delivering Consequences with Dignity

Behaviour management begins at classroom level with systematic consistency and a kind, positive and proactive approach. This could include any and all below:

Redirection and or distraction	Non-verbal strategies	Gentle encouragement	Sitting in another part of the classroom but still within the lesson
Choices	Set expectation and reminder	Sitting with near an adult	Peer led approaches – groupings, positive pairings

We encourage all staff to look for natural consequences in the first instance. Clearing up a mess, encouraging a sincere apology, catching up with work. We also recognise that not every incident of poor behaviour should result in a Restorative Conversation. Adults will use a range of appropriate consequences that seek to teach better behaviour.

Middy Supervisor will give out recognition stars every breaktime to be included on the breaktime recognition board.

Systematic consistency - Our BEHAVIOUR PATHWAY is very clear: Reminder- Warning - Time Out - Follow up/Reparative Conversation and must be followed.

Behaviour Pathway stepped boundaries - Gentle approach, use child’s name, child level, eye contact, deliver message	
1. REMINDER	Remember the school rule ‘Be R...’ Please... Thank you for listening. Example – “Remember the school rules: Be Ready. Please show me super sitting, thank you.”
2. WARNING	I noticed you chose to (noticed behaviour) This is a REMINDER that we need to be (Ready, Respectful, Safe) You now have the chance to make a better choice Thank you for listening Example - “I have noticed that you chose to run down the corridor. Remember the school rule: Be Ready. I expect to see wonderful walking. Thank you for listening”

<p>3. LAST CHANCE</p>	<p>I have noticed that you chose to... It is the rule about 'Being ...' that you have broken. If you continue to do this...' Can you remember when... ? That is who I need to see today Thank you for listening. Example - "I have noticed that you have chosen not to start your work. Remember the school rule: Be Ready. If you don't complete your learning, then you will have to complete it at break time. Remember last week when I sent a picture of the work that you completed to your mum on dojo? Remember how proud we felt? That's the Jack that I expect to see today – you know you can do it. Thank you for listening."</p> <p>*DO NOT describe child's behaviour to other adult in front of the child*</p>
<p>4. Natural Consequence or FOLLOW UP – REPAIR & RESTORE or This will be carried out at the earliest opportunity and MUST be done by the person who has issued the consequence)</p>	<p>Natural Consequence to behaviour</p> <p>Or</p> <p>Repair and Restore</p> <ol style="list-style-type: none"> 1. What happened? (Neutral, dispassionate language.) 2. What were you feeling at the time? 3. What have you felt since? 4. How did this make people feel? 5. Who has been affected? What should we do to put things right? How can we do things differently? <p>Example – "I have noticed that you have chosen to kick Harry. Remember our school rule: Be Safe. You are choosing to go and sit on the bench and I will come to speak with you in two minutes. Thank you for listening."</p>
<p>It's not the severity of the consequence, it's the certainty that this follow up will take place that is important. Each new session during the day presents an opportunity for children to have a 'fresh start'. If children are repeatedly reaching a high-level classroom consequence, senior leaders will support class teachers to create a behaviour plan. Parents/ guardians are expected to support this plan. Class teachers are responsible for the behaviour plan with full support from senior leaders.</p>	

Where further consequences may be used;

There are some behaviours that have no place within our school and the community and some behaviours may lead immediate removal from the classroom and others may be investigated further.

The list below of 'serious breaches' is not exhaustive:

- Physical assault on any member of the school community
- Demonstrating inappropriate or sexualised behaviour
- Stealing from another person or school
- Leaving the school grounds without permission
- Peer on Peer abuse including, but not limited to: cyber bullying, prejudice based and discriminatory bullying, abuse in intimate personal relationships between peers, physical abuse, sexual violence, sexual harassment, causing someone to engage in sexual activity without consent, consensual and non-consensual sharing of nudes or semi-nude images or videos, up skirting and hazing type violence and rituals.
- Throwing objects with the intention to harm or hurt someone
- The use of homophobic or racist language
- Spitting at another person
- Persistent disruptive/ unsafe behaviour
- Intentionally damaging property

Our systems ensure that ALL children are aware that making positive choices about behaviour results in positive consequences and acknowledgements.

For the very small minority of pupils who do not respond to our behaviour policy or where poor behaviour is persistent or extreme then we will consider;

- 360 review meeting with a personalised behaviour plan
 - Access to individual/ group intervention for additional support
 - Coaching, mentoring and targeted behaviour support
 - Family support
 - CAHMS referral and therapeutic work
 - SEND review and possible reassessment
- Protective consequences, including internal seclusion and fixed term exclusion from school

Recording Keeping

- Time Out of class or poor behaviour incidents are recorded and monitored termly.
- All extreme consequences, following discussion with SLT are logged on CPOMS. This is monitored by SLT and ELT.
- Registers are also kept for those children who have personalised behaviour plans.

Working with Parent/ Carers/ Other Agencies

Class teachers and parents will need to work in partnership to ensure that children who struggle with their personal discipline benefit from a consistent approach at school and in the home. Parents will be informed at an early stage where a child is experiencing problems and if their child has been required to take time out for their poor behaviour choices.

School will actively support parents in managing their child's behaviour in a consistent manner. Where appropriate, parents will be given the opportunity to engage in support through the Early Help process.

The school's special educational needs co-ordinator will provide support for pupils who exhibits challenging behaviour to determine whether they have any underlying needs that are not currently being met.

Where necessary, support and advice will also be sought from specialist teachers, an educational psychologist, medical practitioners and/or others, to identify or support specific needs.

When acute needs are identified in a pupil, we will liaise with external agencies and plan support programmes for that child. We will work with parents to create the plan and review it on a regular basis.

Academy Behaviour Support Meeting

If a child's poor behaviour persists and a child does not respond to our policy then the child and their parents will be invited to a Behaviour Support Meeting to agree on next steps and actions. Parents must accept responsibility for and actively support us with their child's behaviour.

Whilst this behaviour policy refers mainly to the behaviours of pupils within school premises, the school reserve the right to discipline beyond the school gate; this may include where our children are;

- taking part in any school organised or school related activity
- travelling to or from school
- wearing school uniform
- in some way identifiable as a pupil from our school
- poses a threat to another pupil or member of the public

- could adversely affect the reputation of the school

For serious incidents such as those detailed in the sections above, a senior member of staff needs to be part of the investigation.

The Academy Principal may notify the police and or the local PCSO of any actions taken against a pupil.

If an incident occurs where a child or others are at risk, a child is causing serious damage, staff may need to use physical intervention. No teacher or adult working with children ever wants to use physical intervention.

Physical restraint will be viewed as a last resort and staff will exhaust other strategies before intervening. This is closely monitored. In all matters of physical intervention staff will seek the least intrusive intervention with the least possible force. All physical interventions must be proportionate. Our staff are provided with training on managing behaviour. Any incidents will be recorded using CPOMS and reported to parents and Governors.

Anti-bullying

The DfE (Department for Education) defines bullying as:

‘Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.’

This definition includes the key characteristics of bullying, ie: it is deliberately hurtful (including, but not solely, aggression) and is repeated often over a period of time.

Our Trust does not tolerate bullying of any kind and all staff act immediately to stop any further occurrences of such behaviour. We do our utmost to ensure that all children attend our academies free from fear where they can learn best.

Within the Multi Academy Trust the following persistent behaviours are classed as bullying:

1. Name calling
2. Using verbal insults or personal remarks to upset another child
3. Racist remarks
4. Physical assault – such as hitting, kicking, shaking, biting, hair pulling or otherwise causing physical harm
5. Deliberate damage to another’s belongings
6. Intimidating or threatening another child
7. Blackmail
8. Spreading unkind rumours about others
9. Excluding other children from groups
10. Cyber bullying
11. Prejudice based
12. Discriminatory bullying
13. Abuse in intimate personal relationships between peers
14. Sexual violence – such as rape, assault by penetration and sexual assault
15. Sexual harassment – such as sexual comments, remarks, joke and online sexual harassment which maybe stand alone or part of a boarder pattern of abuse
16. Causing someone to engage in sexual activity without consent – such as forcing someone the strip
17. Consensual and non-consensual sharing of nudes or semi-nude images or videos
18. Up skirting- which typically involves taking a picture under a persons’ clothing without their permission
19. Hazing type violence and rituals – this could include activities involving harassment, abuse and humiliation used as a way of initiating a person into a group

Screening and Searching

Where the need for searching or screening is identified within the academy, full regard will be held for the guidance outlined in “***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. Academy Principal 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:

- knives or weapons
- alcohol
- illegal drugs
- stolen items
- tobacco and cigarette papers
- fireworks
- pornographic images
- any article that the member of staff reasonably suspects has been, or is likely to be used to commit an offence, or to cause personal injury to, or damage to the property of, any person (including the pupil).

Exclusions

In extreme circumstances the Academy Principal or member of the Senior Leadership Team may decide to carry out an exclusion.

An exclusion, either fixed term or permanent, from the academy will only be considered in the most extreme circumstances and the DfE (Department for Education) document ***Exclusion from maintained schools, academies and pupil referral units in England: Statutory guidance for those with legal responsibilities in relation to exclusion*** (September 2017) will be followed, ensuring that all contributing factors have been considered and alternative educational provision will always be sought where possible for longer term exclusions.

CPD

Professional development is high priority for our school and it is essential that staff attend and access ongoing positive behaviour training both in school and through external agency providers.

Staff training is provided to give a wider understanding of the contributing factors to some behaviours that are displayed by some children in school (ACEs).

Staff are supported through coaching systems on an ongoing basis to ensure that staff well-being is always considered and protected.

Outcomes

This Behaviour Policy is for all of our school community. If it is to be effective, everyone must use it with confidence and consistency. It will promote the excellent ethos of the school and underpin excellent teaching, learning and progress. It will promote the high standards and high expectations of the school. There may be occasions when adaptations may need to be applied e.g. swimming pool, science or technology lessons, but the same principles of promoting good behaviour through the policy will always apply

This Behaviour Policy is linked to the following MAT policies and documents:

- Health and safety policy
- Multi Academy Trust Equality, Diversity & Cohesion Policy & Scheme
- Special educational needs (SEN) information report
- First Aid and Medical Policy
- Well-being Policy

Other documents considered in the writing of this policy from the Department for Education (DfE):

- [Behaviour and discipline in schools](#)
- [Searching, screening and confiscation at school](#)
- [The Equality Act 2010](#)
- [Use of reasonable force in schools](#)
- [Supporting pupils with medical conditions at school](#)
- [Special educational needs and disability \(SEND\) code of practice](#)
- [Keeping Children Safe in Education 2021 – Statutory Guidance for School and Colleges](#)