

Blackgates Primary Academy

Behaviour Policy

September 2025-26



Blackgates Primary Academy Behaviour Policy

Rationale

At Blackgates Primary Academy we strive for excellence and believe that through a culture of support and guidance, which is fair and restorative, pupils will develop and reach their full potential. We believe that every child has a right to Unconditional Positive Regard. Through research, evidence and trauma informed practice, all staff are able to guide and lead pupils effectively.

DFE Guidance

This behaviour policy draws on reference throughout to the following DfE documents:

1. Exclusion from maintained schools, Academies and pupil referral units in England 2017;
2. The School Discipline (Pupil Exclusions and Reviews) (England) Regulations 2012;
3. Preventing and Tackling Bullying. Advice for Headteachers, staff and governing bodies;
4. Use of Reasonable Force;
5. Behaviour and Discipline in Schools;
6. Ensuring Good Behaviour in Schools;
7. DfE Dealing with allegations of abuse against teachers and other staff.
8. Sexual violence and sexual harassment between children in schools and colleges
9. Keeping Children Safe in Education

All documents should be read in conjunction with this policy. Blackgates Primary Academy reserves the right to apply the above DfE guidance and any future changes to statutory regulations in full.

In addition, this policy has referred closely to the DfE document Behaviour in Schools Advice for headteachers and school staff February 2024. It also takes into account Legislation enacted by the Education Act 2011 which reinforces, supersedes and replaces previous guidance in relation to :

Education and Inspections Act (2006) Section 93

Education Act 2002

Equality Act (2010)

Associated policies

This policy should be read in conjunction with the following policies:

- Anti-bullying
- Child-Friendly Anti-bullying Policy
- Child friendly Behaviour Policy
- Child Protection and Safeguarding
- Exclusions
- Behaviour curriculum

Fair and Restorative Principles

We promote fairness and restorative principles across our academy. We are child-centred and inclusive. Our approach is built upon positive relationships between staff and pupils as well as pupils and peers. We feel very strongly that pupils need to have the ability to understand their own behaviour, to self-regulate and build positive relationships within and out of school.

Pupils at Blackgates Primary Academy have the right to:

- Unconditional Positive Regard
- Recognise their unique identity and have their needs considered.
- Be treated with respect and dignity, as well as being a valued member of the learning community.
- Learn and achieve in a safe environment
- Be protected from harm, violence, assault and acts of verbal abuse
- High expectations from staff and that they all matter equally
- Learn to understand their own behaviours
- Learn how to apply restorative principals in their life.

Moreover, Blackgates Primary Academy endeavours to ensure that:

- Parents, carers, staff and pupils are positive about behaviour and safety
- That parents are supported to use positive strategies with their child in responses to negative behaviour
- Pupils value the learning environment and wish to contribute to a safe, calm and positive academy
- Pupils show engagement, respect, courtesy and collaboration over time, in and out of lessons regardless of starting point.
- Instances of bullying are rare, and pupils are acutely aware of the many different types of bullying outlined within the academy anti bullying policy. They try to actively prevent any form of bullying and through positive behaviours show acts of kindness and care.
- Behaviour for Learning improves over time and attitudes help to maximise outcomes.
- All pupils feel safe at school at all times and are aware of what constitutes safe and unsafe, they are able to identify the situation and maintain the safety of themselves and their peers.

- High quality first teaching and support from highly trained staff meets the needs of all individuals; interventions are timely and appropriate in order to allow pupils to prosper and flourish.

Underpinning Values and ethos



The core beliefs of Blackgates Primary Academy are that:

- Behaviour can change and that every child can be successful.
- Praising and a system of rewards are more likely to change behaviour than blaming and punishing. Using a positive system of rewards will increase children's self-esteem and thus, help them to achieve more
- Celebrating success helps children to achieve more.
- Being aware of each child's needs and their individual circumstances helps us to act in the fairest way. We always consider the safety of other children and minimise disruption while helping children acquire self-discipline.
- Reinforcing good behaviour helps our children feel good about themselves.

Rewarding positive behaviour

- Behaviour which leads to rewarding consequences are more likely to be repeated.
- ALL staff are responsible and actively involved in rewarding positive behaviour.
- Achievements, success and positive behaviour both in and out of school are supported and celebrated.
- Rewards used across the Academy are varied and reflect the individual pupil and class. Informal rewards are used and embedded into the fabric of Blackgates Primary Academy, they are proven to be effective and achieve the desired effect (Kohn; 1999), they may include:
 - Smiles, positive eye contact and gestures.
 - Targeted praise statements, at a group and or individual.
 - Spontaneous peer group praise.
 - Phone calls and or other forms of communication with parents/carers.
 - Written comments in books.
 - Displaying of good work.
 - Additional responsibilities.
 - Positive praise.
 - Sharing good work and or behaviour with other professionals, including social workers, etc.
 - Additionally, more formal rewards, which may be targeted or individualised can and will be used.

Examples of this include;

- Certificates in assembly
- Weekly reward trips
- Offsite activity or an agreed reward with staff and pupil
- Bronze, Silver, Gold and Platinum behaviour rewards related to Blackgates points being earned

- Blackgates Points relating to the Blackgates Behaviour Curriculum
- Star Pupils award including breakfast with the headteacher
- Reward trolley visit (small games and items to appeal to children)

Staff Expectations

At Blackgates Primary Academy all staff will:

- As adults, always treat each other with respect, therefore providing a positive role model for the children and each other.
- Support the way in which all members of this school community can live and work together in an environment that is happy, safe and secure and where effective learning can take place.
- Reward good behaviour.
- Provide encouragement and stimulation to all pupils.
- Treat all children fairly and apply this policy in a consistent way
- Ensure that children are aware of the 3 school rules and that each class has its own classroom expectations – All classes will display the school rules and expectations in their classrooms for children and visitors to see.
- Record warnings and consequences using Trackit Lights system which tracks across to CPOMS when more than a warning takes place
- Behavioural patterns will be monitored on a weekly and half termly basis by the Pastoral Team.
- Teach, through the school curriculum, values, and attitudes as well as knowledge and skills, in order to promote responsible behaviour, self-discipline and respect for self, others and the world around us.
- Please see Appendix 2 for the class, playground, and dining hall expectations.

Pupils and parents/carers Expectations

Pupils and parents/carers will be expected to follow the Blackgates Primary Academy 'School Rules':

1. Always work hard and keep on trying

2. Everyone matters

3. Kind hands, kind feet, kind words

Zones of Regulation

Each morning on entry to school each child will put their name/photo onto the emotion they are feeling. This is a system established in school called the **Zones of Regulation**. Each child is taught to recognise their emotions and has a toolkit which they devise they leave EYFS which is devised to help them regulate their emotions. This system alerts staff to any child struggling with emotions so they can speak to the child and offer support.

Throughout the day teachers will use movement breaks and mindfulness to ensure the class are in the window of tolerance for learning. After breaks and lunch, **mindfulness techniques** are used to ensure all children are ready to learn.

Detailed discussion of an individual's behaviours should be carried out in private.

We always consider the safety of other children, and impact upon learning, while helping children acquire self-discipline. For this reason we have developed a Regulation Station, and area in school where dysregulated children can go to regulate. This will ensure that the class are not having their learning disrupted and that pupils know where to go to find help. Please see Appendix 3

Challenging Behaviour Strategies & Consequences

As an inclusive academy Blackgates Primary acknowledge that children may display challenging behaviour. Staff intervention should be consistently flexible and based upon pupils' level of development, their needs and circumstance (see Appendix 4). Therefore, any consequences that address undesirable and challenging behaviours are designed as restorative learning opportunities, in which the impact of the behaviour can be highlighted and addressed to ensure a positive outcome and a reduction in the recurrence of those behaviours over time.

- Low level behaviours occur due to an unmet need.
- A child maybe trying to communicate boredom, work frustration, stress, feeling unsafe, sensory needs, basic needs not being met, negative thinking, low self-esteem, self-preservation.
- Defensive behaviours occur due to a breakdown in communication.
- A child maybe trying to communicate further frustrations with not being understood, revenge, too much challenge, not enough support
- Defensive behaviours can tip into crisis very quickly.
- Crisis behaviours occur when a child has 'flipped their lid' their main priority here is survival
- If the child perceives a threat, they are likely to respond with fight, flight or freeze.

Blackgates Stages of Behaviour

Stages	Behaviours	Actions
Stage 1 Redirection/Reminder	<p>Following the Blackgates 3 rules of good behaviour for learning.</p> <p>Always work hard and keep trying. Everyone matters. Kind hands, kind feet, kind words.</p> <p>Redirection/reminder for: Not following instructions, not listening, disrupting learning, running in corridors, arguing with peers, boisterous behaviours, talking at inappropriate times, distracting pupils, shouting out, leaving seat, taking others property, making unkind remarks.</p>	<p>We expect everyone to be at Stage 1, where they can access the recognition and rewards for following the school rules and displaying our school values. Children who remain at Stage 1 get 15 Blackgates points at the end of the session.</p> <p>A gentle encouragement in the right direction. A reminder of our three school rules delivered privately wherever possible. Repeat reminders, if necessary, de-escalate and regulate where reasonable and take the initiative to keep things at this stage. Praise will be given if the child is able to model good behaviour because of the reminder.</p> <p>Nothing needs to be recorded at this stage.</p>
Stage 2 Warning Amber Trackit light.	<p>Persistence of Stage 1 Behaviours Or Spoiling another child's work Leaving class without permission.</p>	<p>A clear verbal warning delivered privately wherever possible, making the child aware of their behaviour and clearly outlining the consequences if they continue, which will be only earning 10 Blackgates points.</p> <p>Children will be reminded of their previous good conduct to prove that they can make good choices. Positive approach to the reminder.</p> <p>Record on Trackit lights as amber. Children will now only earn 10 Blackgates points for this session.</p>
Stage 3 Continuous behaviour Yellow Trackit lights.	<p>Persistence of Stage 1 & 2 Behaviours Or Physically hurting someone - mild for example poking, pushing, pinching etc no harm caused. Inappropriate language Throwing equipment (not aimed at anyone and no harm caused)</p>	<p>Same as stage 2- then record on Track it lights as Yellow.</p> <p>Children will now only earn 5 Blackgates points for this session.</p>
Stage 4 Red Behaviour	<p>Persistence of stages 1,2 & 3 behaviours Or Hurting another child physically (child is harmed). Throwing equipment (aimed at someone harm caused).</p>	<p>Move to Reset Station area within class, given time out with a timer. Once complete, they will hopefully be able to show that they are regulated and back in Stage 1, if this is the case NO red Trackit light will be recorded as they have been able to use the areas provided to regulate.</p> <p>If the behaviour persists or is deemed unsafe and the strategies are not aiding regulation, then the teacher will radio for support and they will be taken to the regulation station.</p> <p>A phone call home will be made by the class teacher this will be added to the incident form on track it lights.</p> <p>This will be recorded as a red incident on track it lights including the strategies used to de-escalate/regulate.</p>
Stage 5 Reflection time (Breaktime)	<p>Reaching stage 4 Or Purposefully using inappropriate sexual, racist, homophobic or sectarian language. Purposeful violent or dangerous behaviour (harm caused). Bullying</p>	<p>At this point, the pupil will have reflection time during breaktime with our Reflect, Restore, Repair worksheet or a restorative conversation. It will be clear when this was done and recorded on Trackit lights as Reflection time – stating if it was done at breaktime or with parents after school.</p>

		In the circumstance that the school rules continue to not be followed, or for a serious breach of behaviour, the child will need to be removed from the classroom and a parent / carer contacted by a member of SLT. Record on Trackit lights.
Stage 6 Behaviour Support plan	Where a child's behaviour becomes a concern, behaviour management support commences. This is shown by reaching stage 4/5 three times a week for a period of two weeks.	Parents will be invited in to meet the class teacher and the Principal /SENCO/Behaviour Lead to discuss the child's behaviour (record on CPOMS adding the minutes from the meeting).

It is extremely important that the child is not aware they will be recorded on Track it lights as this can lead to further dysregulation. Tracking of stages and colours is to inform leaders of patterns and frequency of behaviours, it is not a deterrent or punishment.

Blackgates Primary Academy Process for responding to reported incidents

- Manage the incident internally. Ask the child outright if they have been harmed and what the nature of the harm was. Listen and reassure them that they will be supported and kept safe. Reflect back, using their language Be mindful that some children may face additional barriers to disclosure because of their vulnerability, disability, gender, ethnicity and/or sexual orientation
- Remember that:
 - This may only be the first incident the child has reported
 - Trauma can impact memory, so the child may not be able to recall all the details or timeline of the abuse Make a written record as soon as possible, stating only the facts Tell our designated safeguarding lead (DSL) urgently:
 - Refer to Early Help or Children's social care or report to the Police. Report to the designated safeguarding lead (DSL) urgently: Where appropriate, act yourself
 - If the child is in immediate danger or at risk of harm, make a referral to children's social care If an offence has been committed, report it to the police (even if the alleged perpetrator(s) is under 10). You can confiscate devices as evidence for the police if the report includes an online element.
 - Find out whether the victim and alleged perpetrator(s) share classes, premises, or transport, and consider how to keep them a reasonable distance apart while on the premises, including both before and after school

Although we will not tolerate inappropriate behaviour, we encourage pupils to report any 'low level' incidents. We will not demonise anyone making the report, we will listen to all of the pupils involved. We will support the alleged perpetrators so they can get help to change their behaviour. Pupils may not want to report these incidents because they may be worried about getting their peers in trouble.

Blackgates Primary Academy's approach will be:

- Proportionate
- Considered
- Supportive
- Decided on a case-by-case basis

The response to each incident will be **proportionate**.

We might address a low-level incident, such as a sexual comment, through assemblies, classroom learning, the curriculum or time spent with the Pastoral Team.

We will make it important to safeguard other pupils by supporting, educating, and protecting the alleged perpetrator.

We will take into consideration:

- The age and development of the perpetrator
- The nature and frequency of the alleged incident
- How to balance the sanction alongside education and safeguarding

We will offer support to alleged perpetrators by letting them explain what happened in a safe and secure environment.

We will discuss how their actions were not appropriate. We will gently, but firmly condemn the behaviour, not the pupil.

We will only use exclusion from school in the most severe cases. This decision will be made by the Principal.

Taking the wishes of the victim into account.

Blackgates Primary Academy will consider the wishes of the victim by:

- Keeping victims at a reasonable distance from the alleged perpetrator
 - Not sitting next to each other in class
 - Moving classes (if appropriate).
- We will listen to the victim and their wishes; however, the final decision will be made by the Principal.

Respect

Through a whole school approach and the curriculum, we create a culture and ethos of respect, tolerance, acceptance, and diversity. We encourage pupils to 'call out' and report anything that makes them feel uncomfortable, no matter how small they think this is.

We will:

- Take their safety and wellbeing seriously
- Listen to them
- Act on their concerns
- Not tolerate or accept abuse.

When a child is displaying regularly poor and dangerous behaviour - Regulation when in a crisis.

Depending on the child's presentation we will work out whether they look like they need alerting or calming, as we all present with either hyper or hypo or a mixed response when moving in our fight/flight systems.

At times of a crisis/ challenging behaviour for example a child is very dysregulated or trying to abscond around school we can use an SOS bag.

These include different items that will help regulate the child such as colouring boards sensory pieces and relationship building games. Rather than chasing a pupil or following them, we set up a base nearby or within their gaze. We engage with the contents of the bag occasionally smiling and waving them over. Most of the time, pupils will come and join us as they can sense this is a safe interaction and that what we have will soothe their dysregulation.

Personalised Approaches to Learning

To ensure that the behavioural needs of all pupils are met, all pupils have:

- an Individual Pupil Risk Assessment (IPRA) – to define specific risks potentially posed by pupils' behaviour and identify how those risks can be mitigated
- a Personal Behaviour Plan / Support Plan (IBP) – that clearly sets out targets for behaviour improvement and individualised approaches and strategies to dealing with behaviour incidents, including physical intervention.

At Blackgates Primary all teaching and non-teaching staff at the Academy have responsibility for the care of pupils who are struggling to access learning. We recognise however, that at certain stages in a child or young person's school life they may struggle to access the typical provision offered by Blackgates Primary Academy because of their Social, Emotional and Mental Health needs. Even when the curriculum is reasonably adapted in line with best teaching and learning practice and the young person is appropriately supported within our usual systems, there are occasions when they will still struggle to access full time education.

In these instances, the Principal may consider that a personalised timetable is an appropriate means of supporting the young person up until the point when they are better able to access full time education. The aim of a personalised timetable will always be to support the young person so that they can return to full time education as soon as possible. The duration will, however, depend on the needs of the individual.

Support systems for parents

- In addition to involving our parents at all stages in their child's education and in particular gaining their support for effective positive behaviour teaching and learning, parents may also benefit from the opportunities listed below:
- Contact with class teacher / phase leader
- Family support
- Signposting through school to parenting support programmes and other voluntary parenting skills courses.
- Regular pupil progress reviews

If a pupil or parent feels that the measures in the behaviour policy are unfair or have been unfairly applied, then they can lodge a complaint through the school's complaint procedure. This is available on the Academy website or from the Academy office.

Support systems for pupils in addition to regular teaching and learning about positive behaviour and regular attendance underpinned by a nurture approach, the school provides the following support to pupils:

- Use of Early Help process.
- Liaison with parents/carers, previous schools, outside agencies and services.
- Regular pastoral reviews to identify pupils most at risk, included as part of any regular academic progress reviews.
- The delivery of an exciting and innovative curriculum underpinned by nurture approaches.
- Regular contact with parents to inform them of progress being made by their child and

regarding the celebration of achievement and behavioural achievements.

- Contact with parents on the first day of any unexplained absence and discussion between the pupil and staff responsible for their registration.
- Contact with parents in the early stages of an issue, rather than when a learner may be close to exclusion, or following bereavement, parental divorce, or separation.
- Referrals for specialist advice from agencies linked to the school via the Leodis Support Services.
- Access to therapeutic intervention.
- Educational Psychologist support
- Access to regular, professional counselling service

Use of Reasonable Force

All members of Academy staff have a legal power to use reasonable force. This power applies to any member of staff at the Academy. It can also apply to people whom the Head of School has temporarily put in charge of children such as unpaid volunteers, cover staff or parents/carers accompanying children on an Academy organised visit, where necessary and appropriate. Please refer to the DfE guidance 'Use of reasonable force: Advice for head teachers, staff and governing bodies'.

Informing Parents when force has been used on their child.

- It is good practice for schools to speak to parents about serious incidents involving the use of force and to consider how best to record such serious incidents.
- It is up to schools to decide whether it is appropriate to report the use of force to parents – wherever possible at Blackgates we aim to inform parents either in person or by telephone on the same day.

In deciding what is a serious incident, staff should use their professional judgement and consider the:

- pupil's behaviour and level of risk presented at the time of the incident.
- degree of force used.
- effect on the pupil, other pupils and/or member of staff, and the child's age.

Exclusions and suspensions

There are 2 types of exclusion:

- suspension (sometimes referred to as fixed-term or fixed-period exclusion)
- permanent exclusion (sometimes called expulsion)

Internal suspension

Where the suspension of the child is either deemed to be a safeguarding risk or it is felt the suspension will not be seen as a sanction but rather a positive event the child will be internally suspended. Internal suspension will usually be held within Blackgates Academy but if the suspension is warranted serious enough it will be held within the trust or another school within the Leodis Trust. A member of Blackgates staff would go to school and accompany the pupil all day. Blackgates staff will transport the child unless the family are able to transport. Examples of internal suspensions held at a Trust Academy would be setting the fire alarm off, physical aggression or injury to a member of staff where a fixed term suspension is felt not to be appropriate.

Fixed term suspension

The Academy may use these in response to a serious incident, or persistent misbehaviour and disturbing the learning of others continues. All incidents are investigated fully, and children are given the opportunity to make a verbal statement. The Principal will consider all suspensions in line with current regulations. Where suspensions are issued, telephone and/or letter will inform parents about the nature of the incidents. Children will be issued with work for the period of their suspension and a re-integration meeting/interview will be held prior to readmission wherever possible. Parent/ carers are expected to attend the reintegration meeting. During days 1-5 of a suspension, parents are legally responsible for their child's whereabouts, with the possibility of a penalty notice if the child is found in a public place without reasonable justification.

Permanent exclusion

In rare and exceptional circumstances, the Principal reserves the right to permanently exclude a pupil in line with current guidance. The Academy's process of excluding a pupil is fair and equitable to pupils from all groups/ backgrounds. Our procedures for disciplining pupils and managing behaviour are fair and applied equally to all pupils, irrespective of their gender, ability or disability, ethnicity, or their religious persuasion.

More details around exclusions and suspensions can be found in the Leodis Academies Trust Policy on Exclusions.

Alternative Provision off site

There are times when a child's behaviour is extreme, and they cannot access the mainstream education despite all the support the school can offer. After meetings, interventions, outside agency support, discussions with parents and IPRA's being in place, it may be deemed necessary for the child to attend an outside provision, such as Reach Primary Provision. Blackgates would still have the child on roll, but they would be educated at these provisions. It would be necessary for the school to ensure there were safeguarding measures in place and that the provision was suitable for the child. This provision would be a temporary arrangement, always with the aim of reintegration back to Blackgates provision.

The Equality Act 2010 and Infringements

This relates to Disability, Age, Gender, Gender Re-assignment, Pregnancy and Maternity, Race, Religion or Belief and Sexual Orientation.

Where transgressions occur, these will be addressed in accordance with the law and with regard for council and police procedures.

Parental Conduct

Parents are expected to work as a partnership with school.

Working together as a team is vital. If parents and school do not work together pupils suffer and behavioural challenges are rarely, if ever resolved.

- Parents will be informed of behaviour incidents which are considered significant.
- If there are several behaviour incidents, or a severe incident (such as harming staff and pupils or disrupting lessons) parents will be asked to come for a meeting to discuss a strategy for moving forward.
- Parents are expected not to criticize the school or members of staff in front of their children, just as staff are expected not to criticize parents in front of their children.

Parents are expected to be a role model for positive behaviour, as are staff.

- We expect that parents behave respectfully towards all staff and pupils whenever on the school site, supporting this policy and procedures.
- Encouraging their child to be always positive members of the school community, both whilst at school and within the community.
- Discussing with school any concerns that their child may be experiencing or involved with in some other way to the member of staff most appropriate – in most cases this will be the class teacher.
- Rather than display your concerns on social media we expect parents to discuss them with staff.
- At no point would we accept staff names or the name of the Academy to be displayed in a negative way.
- We expect parents to support any sanctions which are felt appropriate.
- Aggressive behaviour from parents will not be tolerated and will result in a letter being sent to the parent concerned and in extreme cases the parents may be banned from the site.

Screening, Searching and Confiscation

Please refer to the DfE guidance 'Screening, Searching and Confiscation. Advice for head teachers, staff and governing bodies.' In addition to the practice identified in the DfE guidance, we also ban the following items and as a result are able to search children for them:

- Any item brought into the academy with the intention of the item being sold or passed on to other child which will cause disruption to the Academy or be detrimental to Academy practice.

Academy staff can confiscate any item found as a result of a search which they consider harmful or detrimental to school discipline. Staff will hand the confiscated item to the relevant member of the Senior Leadership Team as soon as possible and parents will be contacted and asked to collect the item, where appropriate.

Mobile Phones

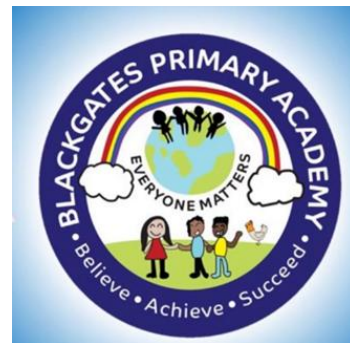
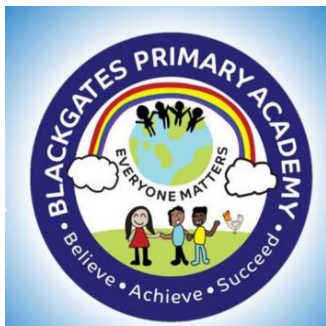
If parents feel it is necessary for their child to have a mobile phone the phone must be switched off when brought onto the school premises. It must be handed in straight away to the school office or teacher and will be locked away until the end of the day. It must not be switched on until the pupil has left the school site. If this is not adhered to the pupil may lose the privilege to bring the phone onto site.

Non-criminal behaviour outside of school

Where non-criminal unacceptable behaviour and/or bullying has occurred off the school premises but has been witnessed or reported to a staff member, the matter will be referred to the Principal who will contact parents to discuss a suitable course of action. Where the matter has involved other school pupils or staff members, the Principal may undertake an investigation to establish the facts and, where necessary e.g. to safeguard a pupil or staff member from further repercussions, may agree a suitable course of action to safeguard all affected.

Monitoring and Review

This policy will be reviewed by the Principal and on Local Governing Advisory Board either on an annual basis or sooner if necessary, who will make any necessary changes and communicate this to all members of staff



Reflect Restore Repair

1

WHAT HAPPENED?

Paraphrase and reflect back, avoid focusing on behaviour

2

EXPLAIN WHY YOU DID WHAT YOU DID

Remind the person about safety, both emotional and physical, and how that is your reason for support

3

HOW DID THAT MAKE YOU FEEL?

"When that happened how did it make you feel?"
Paraphrase again, link to the feelings and emotions

4

WHAT CAN WE DO THE NEXT TIME WE FEEL THAT WAY?

"The next time you feel that way, can we..."
Give the person an achievable strategy to support the expression of the feeling

Appendix 2



EYFS Robins Classroom Expectations



- We follow instructions from all staff.
- We look after equipment, getting out and putting it away carefully.
- We have school equipment only.
- We keep everyone safe.
- When the bell rings, we stop, listen, and wriggle our fingers.
- We play kindly with each other.
- We share toys and games.



Doves Expectations



- We sit quietly in our chairs unless we are in areas of provision.
- We use school equipment only.
- We always walk in the classroom and corridor.
- We sit safely on our chairs.
- We have indoor voices.
- When our teacher speaks everyone else listens.
- We put hands up to speak unless it is kind calling out.
- We help each other learn.
- We try to go to the toilet when it is break time.
- We drink water during the day.



Penguins Expectations



- We sit quietly in our chairs unless we are asked to move.
- We use school equipment only.
- We always walk in the classroom and corridor.
- We sit safely on our chairs.
- We have indoor voices.
- When our teacher speaks everyone else listens.
- We put hands up to speak unless it is kind calling out.
- We help each other learn.
- We try to go to the toilet when it is break time, but if we need to go at other times we ask politely.
- We drink water during the day.



Key Stage 2 Expectations



- We sit quietly in our chairs unless we are asked to move.
- We are silent unless we are asked to work together.
- We have school equipment only.
- We always walk in the classroom and corridor.
- We sit safely on our chairs.
- We have indoor voices.
- When our teacher speaks everyone else listens.
- We put hands up to speak unless it is kind calling out.
- We help each other learn.



Playground Expectations



- We follow instructions.
- We play on the playground unless given permission to go on the grass.
- We have school equipment only which we use safely.
- We play safely with no fighting.
- We look after our equipment.
- We get it out and put it away carefully.
- We use kind hands, kind feet and kind words.
- When the whistle or bell ring we stop and listen.
- When they ring or whistle for the second time we walk into a line.
- When we line up, we walk into a line, face the front, and listen.



Dining Hall Expectations



- We follow instructions.
- We walk to the dining hall.
- We line up silently for our school dinners.
- If we have packed lunches, we walk to the tables and sit down safely.
- We use our manners saying please and thank you.
- We eat politely.
- If we drop items, we pick them up.
- We use kind hands, kind feet and kind words.
- When the whistle or bell ring we stop and listen wriggling fingers if asked.
- If it is loud, we are asked to lower our voices, if there is no improvement we eat silently.
- When we line up, we walk into a line facing the front without speaking.

Regulation Station

Getting a child, who is showing dysregulation or is in crisis, out of their environment/ classroom is important at times for the safety of both the individual and other students. Going to the Regulation Station is not considered a punishment, it is a space to work on self-regulation/ co-regulation and for students to feel better, recharge and reflect so they can be ready to learn.

We need to make sure the Regulation Station is used correctly. When not used correctly or for its intended purpose of regulation, some students will start demanding breaks out of class all day because it is fun to be out of class. Students will have a certain number of times they can access the room per day if they have low level dysregulation spread out across the day. If the child is in high level crisis, they will not be stopped from going into the regulation station if this is going to help regulate them.

The Regulation Station is not a reward or something that must be earned. Whilst it is usually a positive experience, students who are out of control or have a low window of tolerance are not going to be able to earn the time in this room which is usually what is needed to help regulate them throughout the day. It needs to be recognised by staff when students are becoming dysregulated, need a break or to recharge.

Staff should be aware of the intended purpose of the room. We are using different areas to get pupils from either hypo-arousal or hyper-arousal back into the window of tolerance. By showing the children that we can shift our sense of states by co-regulation, this will then help them with self-regulation and widen their window of tolerance. We are helping the child shift from their lower part of their brain (amygdala/ reptilian- fight, flight, freeze) to the prefrontal cortex (rational decision, reasoning regulated).

Teachers and staff need a break too! However, this space is not for students to be taken and left. It is a supervised space with either TA/ teacher or Miss Cooper who will be helping the children with co-regulation and self-regulation.

This room is not used as a punishment room for breaktimes. If it is used during breaktimes it will be for the purpose of restorative practice or restoring relationships.

This room is not an alternative play spaces for students who prefer not to play outside.

This space is not an alternative curriculum or an alternative to formal education.

Appendix 4

The Language of Choice – 3 steps to success.

Step 1 – Statement of reality (tell them what you see)

“Sammy, you’re climbing over the fence.”

Never ask a child why they are doing what they are doing – they just need to STOP doing it. Using a statement of reality, many children will quickly do something to change the behaviour without further prompting. Remember, you need to give them TAKE UP TIME to do this rather than stand over them which again can be confrontational. They may also be seeking attention so giving them space shows they will not receive excess attention for negative behaviours. Remember to praise them if they change their behaviour.

Step 2 – Describe the behaviour you want to see

“Sammy you need to collect the ball by using the gate – thank you.”

Rather than starting or ending your statement with PLEASE, use a THANK YOU instead. A thank you carries more of an EXPECTATION that they will do as you have asked them to. Remember; use these scripts with a calm voice and a smile as you are more likely to get positive results.

Step 3 – Statement of Choice

If they still do not do as you have requested, you need to use the language of choice. This gives the children the responsibility for the consequences that you will carry out (and you MUST deliver consequences, or the child will learn that you do not follow threats through).

“Sammy, if you choose to climb over the fence then you are putting yourself at risk of harm and I will need to keep you safe. It’s your choice.”

You should remain calm and assertive rather than aggressive when using these scripts. If you lose your cool, then the child will pick up on your tone and may well be aggressive back which will make the situation worse. Most importantly, if after using the language of choice the child chooses to do the right thing, then you MUST praise them for making the right choice. This means that the child learns that it’s good to do the right thing and that you are pleased that they have made a good choice. Ignore any secondary behaviours (stomping around or grumbling as they do the right thing) the most important thing is that they have made the right choice! Should the child choose not to do as you have asked, then you MUST follow through with your consequences – seeking help if necessary.

How to create supportive relationships

Teach the child not the curriculum
 Believe in them
 Know their names
 Know something about them
 Show you're interested in them as people
 not just as students
 Smile frequently
 Be warm
 Unconditional positive regard
 Respect & support interests
 Do show and tell with adults and children
 Be real for your learners
 Be interested in them as people
 Consistently kind
 Say good morning
 Take a genuine interest in them
 Let them know a little about you
 Engage with them during break time
 Greet students as they arrive at the gate
 and classroom door
 End the day on a good note (no grudges)
 Care about them
 Have lunch with them
 Kick a football around the playground with
 them
 Skip with them
 Seek to understand rather than to blame
 Listen with the intent to understand rather
 than the intent to reply (S Covey)
 Aim to learn something new about them
 each day

Each day is a new day
 Earn respect rather than
 expect it
 Be authentic
 Don't take yourself seriously
 Care about their welfare
 Share your favourite film or
 band
 Make time or you'll make
 excuses
 Brag about them
 outrageously to others
 Every child needs a
 champion
Never use sarcasm
 There is always more than
 one perspective
 Intention and attention is key
 Tone of voice is important
 Tell them your first name
 Talk about your own kids
 Share a pen or pencil
 Say goodbye at the end of
 the day
 Always preserve rewards
 Show interest in their
 interests
 Have a sense of humour
 Mutual respect
 Open communication
 Be approachable
 Be reflective
 Smile from your heart
 Pinch the occasional crisp
 (not the whole bag!)
 Catch them at their best
 Positive phone calls home
 Have high expectations
 Show empathy (not
 sympathy)
 Look out for their sports
 teams' results
 Actively listen and then listen
 some more

Don't take yourself too
 seriously
 Create a safe environment
 Develop and cultivate
 compassion
 Say the "hard things"
 The small things are the big
 stuff
 Ask questions
 Set boundaries
 Step in without being asked
 Know when to dial it back
 Give consistently, receive
 occasionally
 You create the weather in
 your classroom
 Mutual Respect
 Welcome diversity
 Be supportive
 Initiate conversations
 Honesty is key
 Follow through and do what
 you say you'll do
 Compliment
 Say thanks
 Laugh
 Be present
 Be their biggest cheerleader
 Let go of the past
 Check in regularly
 Be willing to learn from each
 other
 Show you are bothered
 about them
 Remember important dates
 Don't judge
 Separate the behaviour
 from the person
 Treat them fairly
 Laugh with them
 Remember their birthday
 Learn to apologise