

# Behaviour Policy

and written statement of

## Behaviour Principles



Cavendish Close

Infant and Nursery School

<b>Approved by:</b>	Full Governing Board	<b>Date:</b> February 2022
<b>Last reviewed on:</b>	New Policy Autumn 2021	
<b>Next review due by:</b>	September 2022	

<b>Headteacher</b>	<b>Mrs C. Diffin</b>
<b>Behaviour and Attitudes Leader</b>	<b>Miss E. Luke</b>

## **Contents**

1. Aims .....	3
2. Legislation and statutory requirements.....	3
3. Behaviour principles and definitions .....	4
4. Anti-bullying.....	5
5. Roles and responsibilities .....	5
6. Pupil code of conduct .....	6
7. Rewards, responses and consequences.....	7
8. Behaviour management .....	11
9. Pupil transition.....	12
10. Training .....	12
11. Monitoring arrangements.....	13
12. Links with other policies .....	13

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## 1. Aims

This policy aims to:

- Provide a consistent approach to behaviour management
- Define what we consider to be unacceptable behaviour, including bullying and discrimination
- Outline how pupils are expected to behave
- Summarise the roles and responsibilities of different people in the school community with regards to behaviour management
- Outline our system of rewards, responses and consequences

## 2. Legislation and statutory requirements

This policy is based on advice from the Department for Education (DfE) on:

- [Behaviour and discipline in schools](#)
- [Searching, screening and confiscation at school](#)
- [The Equality Act 2010](#)
- [Keeping Children Safe in Education](#)
- [Use of reasonable force in schools](#)
- [Supporting pupils with medical conditions at school](#)
- [Preventing and tackling bullying](#)

It is also based on the [special educational needs and disability \(SEND\) code of practice](#)

In addition, this policy is based on:

- Section 175 of the [Education Act 2002](#), which outlines a school's duty to safeguard and promote the welfare of its children
- Sections 88-94 of the [Education and Inspections Act 2006](#), which require schools to regulate children's behaviour and publish a behaviour policy and written statement of behaviour principles, and give schools the authority to confiscate children's property
- [DfE guidance](#) explaining that maintained schools must publish their behaviour policy online

### 3. Definitions

In school we describe the child's behaviour and do not label the child.

**Undesirable behaviour** is defined as not adhering to the school's behaviour values. Behaviours such as;

- Calling out
- Shouting
- Screaming
- Unkind hands
- Unkind feet
- Unkind words
- Inappropriate noise level
- Answering back
- Refusal to cooperate
- 'Stomping off'
- Avoidant behaviours
- Rough play
- Damaging property
- Own agenda behaviour
- Taking items that don't belong to them
- Not being truthful
- Not following the instructions
- Low level disruption
- Disrupting others learning

**Unacceptable behaviour** is defined as behaviour that is dangerous or unsafe to themselves or others which requires a specialised response. Behaviours such as;

- Disregard of the behaviour values
- Putting themselves at risk of harm such as; climbing on furniture
- Putting others at risk of harm
- Running away from their grown up
- Physical aggression such as; kicking, hitting, biting, punching, pinching, spitting, throwing resources, tipping over furniture
- Sexualised behaviour, which requires an immediate response from the safeguarding team
- Destruction
- Racist, sexist, homophobic or discriminatory behaviour and or language
- Verbal abuse to staff or children, including swearing
- Threatening language

- Possession of any inappropriate items. These are:
  - Equipment related to smoking/vaping
  - Any sharp object
- Any form of bullying

## 4. Anti-bullying Policy

In our school, bullying is 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 aggression
- Teasing
- Making threats
- Name calling
- Cyberbullying – bullying using a digital device.

We have our own [Anti-Bullying Policy](#) to stop bullying.

Bullying is anti-social behaviour and affects everyone: it is unacceptable. We are committed to providing a caring, friendly and safe environment for all our children so they can learn in a relaxed and secure atmosphere. If bullying does occur, all children should be able to tell and know that incidents will be dealt with promptly and effectively.

## 5. Roles and responsibilities

### 5.1 The governing board

The governing board is responsible for reviewing and approving the written statement of behaviour principles (appendix 1).

The governing board will also review this behaviour policy in conjunction with the headteacher and monitor the policy's effectiveness, holding the headteacher to account for its implementation.

### 5.2 The headteacher

The headteacher is responsible for reviewing this behaviour policy in conjunction with the governing board, giving due consideration to the school's statement of behaviour principles (appendix 1). The headteacher will also approve this policy.

The headteacher will ensure that the school environment encourages positive behaviour and that staff deal effectively with poor behaviour. The headteacher will also monitor how staff implement this policy to ensure rewards, responses and consequences are applied consistently.

### 5.3 Staff

Staff are responsible for:

- › Implementing the behaviour policy consistently
- › Modelling positive behaviour
- › Providing a personalised approach to the specific behavioural needs of particular children
- › Recording behaviour incidents
- › The senior leadership team will support staff in responding to behaviour incidents.

### 5.4 Parents

Parents are expected to:

- › Support their child in understanding and respecting the school's behaviour values
- › Inform the school of any changes in circumstances that may affect their child's behaviour
- › Discuss any behavioural concerns with the class teacher promptly

## 6. Pupil code of conduct

To enable our children to succeed in life, we work towards our 8 **Behaviour Values**. Our Behaviour Values identify the conduct we expect from our children.



## 7. Rewards, Responses and Consequences

At Cavendish Close Infant and Nursery School we reward our children for making 'good choices', displaying positive behaviour, for positive learning experiences and work; all in accordance with our school's Behaviour and Learning Values. All staff will invest time into building relationships with children, taking time to connect with children's interests, finding out what truly motivates our children as learners. Feedback from staff to children should maintain a ratio of five positive remarks for every one negative remarks.

Rewards should be appropriate to the child's level of understanding or development with a targeted approach to meet the needs of particular individuals. Children will learn to understand the link between them making 'good choices' through positive behaviour and the reward. For children with challenging or complex behaviours, all staff will be aware of the behaviours which are to be reinforced and the rewards which should be used. At Cavendish Close Infant and Nursery School every child will have the opportunity to receive rewards.

We operate using three phases;

Phase 1 – Undesirable behaviour (see 3. Definitions)

Phase 2 – Unacceptable behaviour (see 3. Definitions)

Phase 3 – Reasonable adjustments for an identified child with Social, Emotional and Mental Health needs (SEMH).

### 7.1 List of rewards, responses and consequences

Desirable behaviour and 'good choices' will be rewarded with:

- Smiles and eye contact
- A high five or an elbow bump
- Specific praise
- Stickers (stamps, card, note to home)
- Certificates
- Tokens (for the 'Warm and Fuzzy' jar)

A jar where the children collect tokens and aim to earn a class reward. The children decide (British Values) by voting for their reward at the half way mark and when the jar is full.

- Child given extra responsibilities
- Celebrate with the class
- Celebrate beyond the classroom (with other significant adults/teachers; Headteacher, Deputy Headteacher, Assistant Headteacher, Inclusion Leader)
- Celebrate with parents/carers at the end of the day
- A phone call home
- Name on the 'Super Star of the Day' board (Appendix 2)
- EYFS – 20 stickers on the chart for a prize and a token for the 'Warm and Fuzzy Jar'.  
Every multiple of 20 will receive the same award.
- KS1 Individual Dojos –
  - 10 Dojos will receive a special sticker
  - 50 Dojos will receive 'a dip in the box' prize
  - Every multiple of 10 will receive a special sticker
  - Every multiple of 50 will receive 'a dip in the box' prize

Whilst positive behaviour is a school expectation, in certain circumstances the school may implement the following responses or consequences to undesirable or unacceptable behaviour:

### **Phase 1**

- Ignore the unwanted behaviour and 'shine a light' on desirable behaviour
- Positive, verbal, redirection
- Use encouragement to help children change their behaviour
- Use incentives (First, Then)
- Re-engagement strategy
- Give the child a choice of two that enables the child to make a positive choice
- Distraction technique – take the child out of the situation in order to;
  - Use the 'Zones of Regulation' (Mood Monsters) to identify the zone the child is in.
  - Use 'Emotion Coaching' to solve any problems
  - Consider how to get the child back into the 'Green Zone'. Focus on calm de-escalation.
  - Discuss the behaviour at an appropriate time when the child is regulated using precise, positive language.

### **Phase 2**

- Eye contact and facial expression
- Non-verbal cues
- Give the child calm discreet feedback. Use the behaviour values and remind the child of expectations
- Give the child a firm reminder to change/make the right choice using a statement with 'thank you' at the end
- All classes will utilise a 'make good choice/chance to change' board (Appendix 2). If all the above strategies have been implemented and a child continues to make the wrong choices, their name will be written on the 'make a good choice/chance to change' board. This will be erased when the child has made a 'good choice'.
- Thinking time in a safe space:
  - Within the classroom
  - In another class
  - With a member of the Senior Leadership Team

All staff will use 'Emotion Coaching' to Reflect, Repair and Rebuild through the use of precise and positive language.

- Guide the pupil to a safe space.

### **Phase 3**

Staff will use a targeted approach to meet the needs of individuals. This will be achieved through discussions with;

- Senior Leadership Team
- Inclusion Leader, Behaviour and Attitudes Leader
- Parents/carers
- Advice/working in partnership with outside agencies

The targeted approach may be achieved through;

- Boxall Profiling and intervention
- Possible identification of SEND/SEMH and a graduated response
- Behaviour support plan
- School SEND support plan/Specialist SEND support plan
- Risk Assessment and identification of control measures
- Timely referrals, for example, Educational Psychology, NHS Single Point of Access (SPOA), Newton's Walk Behaviour Outreach Support, Autism Adviser
- Possible provision/intervention required to support the individual with SMART targets
- Change the environment/class/staff
- Consider an Early Help Assessment (support for parents/carers)
- Consider if the use of isolation or alternative provision may be appropriate
- Use of a Temporary Reduced Timetable (see Derby City Council protocol)
- Use of exclusion (see Exclusions Policy)

## **7.2 Zero-tolerance approach to sexual harassment and sexual violence**

The school will ensure that all incidents of sexual harassment and/or violence are met with a suitable response, and never ignored.

Children are encouraged to report anything that makes them feel uncomfortable, no matter how 'small' they feel it might be.

The school's response will be:

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

Response to sexual harassment and violence may include:

- Increased supervision for the child displaying concerning behaviour
- Multi-agency engagement
- Engagement with parents/carers
- Risk assessment for the child concerned

The school has procedures in place to respond to any allegations or concerns regarding a child's safety or wellbeing. These include clear processes for:

- Responding to a report
- Carrying out risk assessments, where appropriate, to help determine whether to:
  - Manage the incident internally
  - Refer to early help
  - Refer to children's social care
  - Report to the police

Please refer to our [Child Protection and Safeguarding Policy](#) for more information.

### 7.3 Off-site behaviour

Responses and consequences may be applied where a child has misbehaved off-site when representing the school. This means unacceptable behaviour when the child is:

- Taking part in any school-organised or school-related activity (e.g. educational visits)
- Travelling to or from school
- In the instance of a child being identified and reported to the school by a member of the public. Engagement with parents would be made to share information and seek a resolution.

Responses and consequences will only be given out on school premises or elsewhere when the child is under the lawful control of the staff member (e.g. educational visits).

### 7.4 Malicious allegations

Where a child makes an allegation against a member of staff and that allegation is shown to have been deliberately invented or malicious, the school will discipline the child in accordance with this policy.

Where a child makes an allegation of sexual violence or sexual harassment against another child and that allegation is shown to have been deliberately invented or malicious, the school will discipline the child in accordance with this policy.

In all cases where an allegation is determined to be unsubstantiated, unfounded, false or malicious, the school (in collaboration with the local authority designated officer, where relevant) will consider whether the child who made the allegation is in need of help, or the allegation may have been a cry for help. If so, a referral to children's social care may be appropriate.

The school will also consider the pastoral needs of staff and children accused of misconduct.

Please refer to our [Child Protection and Safeguarding Policy](#).

## 8. Behaviour management

All staff have been trained in 'Emotion Coaching' and understand that all behaviour is communication and through the use of the Mood Monsters (Zones of Regulation) and Emotion Coaching underlying emotions will be explored. All staff will build positive, meaningful relationships with children as this is fundamental in managing behaviour and attitudes.

### 8.1 Classroom management

Teaching and support staff are responsible for setting the tone and context for positive behaviour within the classroom.

They will:

- Create and maintain a stimulating environment that encourages children to be engaged
- Display the Behaviour Values and Learning Values.
- Develop positive relationship with children, including:
  - Greeting children personally in the morning with eye contact
  - Establishing and maintaining clear routines
  - Highlighting and promoting good behaviour
  - Concluding the day positively and starting the next day afresh

- Having a plan for dealing with low-level disruption
- Using positive reinforcement

## 8.2 Use of Reasonable Force

In some circumstances, staff may use reasonable force to restrain a child to prevent them:

- › Causing disorder
- › Hurting themselves or others
- › Damaging property

Incidents where reasonable force is used must:

- › **Always be used as a last resort**
- › Be applied using the minimum amount of force and for the minimum amount of time possible
- › Be used in a way that maintains the safety and dignity of all concerned
- › Never be used as a form of punishment
- › Be recorded on CPOMS and reported to parents/carers

Where physical intervention may be required this **MUST** be identified and written within the child's school/specialist SEND support plan and identified within a risk assessment. These documents should be shared with parents/carers and any relevant additional professionals.

## 8.3 Confiscation

**Any prohibited items (listed in section 3) found in children's possession will be confiscated.** These items will not be returned to children. Staff will approach parents/carers and have a sensitive discussion and this will be recorded on CPOMS. Parents/carers should take responsibility for what their children bring to school.

We will also confiscate any item which is harmful or detrimental to school discipline. These items will be returned to children after discussion with senior leaders and parents/carers, if appropriate.

Searching and screening children is conducted in line with the DfE's [latest guidance on searching, screening and confiscation](#).

## 8.4 Pupil support

The school recognises its legal duty under the Equality Act 2010 to prevent children with a protected characteristic from being at a disadvantage. Consequently, our approach to challenging behaviour may be differentiated to cater to the needs of the child.

The school's special educational needs co-ordinator will evaluate a child 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 an educational psychologist, medical practitioners and/or others, to identify or support specific needs.

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

## 8.5 Safeguarding

The school recognises that changes in behaviour may be an indicator that a child is in need of help or protection. We will consider whether a child's unacceptable behaviour may be linked to them suffering, or being likely to suffer, significant harm. Where this may be the case, we will follow our Child Protection and Safeguarding Policy.

## 9. Pupil transition

To ensure a smooth transition to the next year, children have transition sessions with their new teacher(s). In addition, staff members hold transition meetings.

To ensure behaviour is continually monitored and the right support is in place, information relating to children's behaviour issues may be transferred to relevant staff at the start of the term or year.

## 10. Training

Our staff are provided with training on managing behaviour, including use of reasonable force, as part of their induction process.

Behaviour management will also form part of continuing professional development.

Recent staff training includes;

- **'Emotion Coaching'** training for all Teachers and Teaching Assistants led by our Educational Psychologist (2021)
- **'Zones of Regulation'** (Mood Monsters) training for all Teachers and Teaching Assistants led by our Personal Development Leader and Educational Psychology.
- **PROACT-SCIPr-UK** (10 staff members 2019)

Develops an understanding that all behaviour serves a purpose. To know that behaviour support is different from behaviour control. Develops an understanding that all active interventions will reduce the risk of behavior escalation. Equips staff with pro-active, active and reactive strategies.

- **Pathological Demand Avoidance** (PDA) training 2022 – EL

- **Educare online training** 2022

Harmful Sexual Behaviours – NA

Preventing Bullying – AO

Raising Awareness of Peer on Peer Abuse – CD

School Exclusions for Head Teachers and Governors – CD, CH

Search, Screen and Confiscate for Schools – RV

Use of Reasonable Force in Schools – EL

- **Derby Leaders Training** Summer 2021 - CD

School cultures where everyone thrives

Tom Bennett

- **Derby City Council Behaviour Training Sessions**

Summer Term 2021 Virtual Presentations

Co-ordinated and led by Derby City Colleagues

(Attended by CD, AD and CB)

Videos and presentations available to use in school.

'Supporting children who find it difficult to communicate'  
'Restorative Conversations'  
'Restorative approaches'  
'A Graduated Response to working with your EP'  
'De-escalation strategies'  
'The Thrive Approach'  
'ACEs theory into practice'  
'EEF guidance overview – Reasons behind challenging behaviour'  
'Signposting – Evidence based approaches'  
'The Benefits of Interventions'  
'Lego Therapy'

Derby City colleagues have created an [Intervention Catalogue](#).

## 11. Monitoring arrangements

This behaviour policy will be reviewed by the headteacher and full governing board annually. At each review, the policy will be approved by the headteacher and the full governing body.

The written statement of behaviour principles and our behaviour values will be reviewed and approved by the full governing board annually.

## 12. Links with other policies

This behaviour policy is linked to the following policies:

- [Child Protection and Safeguarding Policy](#)
- [Anti-bullying Policy](#)
- [Derby City Council Reduced Timetable Protocol](#)
- [Exclusions Policy](#)

## Links with research

Our school's behavior policy is underpinned by current research through the **Education Endowment Foundation** (EEF). Please click on the links below;

### **Improving Behaviour in Schools** (Full Guidance Report)

[https://d2tic4wvo1iusb.cloudfront.net/eef-guidance-reports/behaviour/EEF\\_Improving\\_behaviour\\_in\\_schools\\_Report.pdf](https://d2tic4wvo1iusb.cloudfront.net/eef-guidance-reports/behaviour/EEF_Improving_behaviour_in_schools_Report.pdf)

Improving Behaviour in Schools (Summary of recommendations)

[https://d2tic4wvo1iusb.cloudfront.net/eef-guidance-reports/behaviour/EEF\\_Improving\\_behaviour\\_in\\_schools\\_Summary.pdf](https://d2tic4wvo1iusb.cloudfront.net/eef-guidance-reports/behaviour/EEF_Improving_behaviour_in_schools_Summary.pdf)

### **Improving Social and Emotional Learning in Primary Schools** (Full Guidance Report)

[https://d2tic4wvo1iusb.cloudfront.net/eef-guidance-reports/primary-sel/EEF\\_Social\\_and\\_Emotional\\_Learning.pdf](https://d2tic4wvo1iusb.cloudfront.net/eef-guidance-reports/primary-sel/EEF_Social_and_Emotional_Learning.pdf)

Improving Social and Emotional Learning in Primary Schools (Summary of recommendations)

[https://d2tic4wvo1iusb.cloudfront.net/eef-guidance-reports/primary-sel/EEF\\_SEL\\_Summary\\_of\\_recommendations\\_poster.pdf](https://d2tic4wvo1iusb.cloudfront.net/eef-guidance-reports/primary-sel/EEF_SEL_Summary_of_recommendations_poster.pdf)

## Appendix 1: Written statement of behaviour principles

Every child understands that they have the right to feel safe, valued and respected, and learn free from the disruption of others

- › All children, staff and visitors are free from any form of discrimination
- › Staff and volunteers set an excellent example to children at all times
- › Rewards, responses, consequences and reasonable force are used consistently by staff in line with the behaviour policy
- › The behaviour policy is understood by children and staff
- › The exclusions policy explains that exclusions will only be used as a last resort, and outlines the processes involved in permanent and fixed-term exclusions
- › Children are helped to take responsibility for their actions
- › Families are involved in behaviour incidents to foster good relationships between the school and children's home lives

The governing board also emphasises that violence or threatening behaviour will not be tolerated in any circumstances.

This written statement of behaviour principles is reviewed and approved by the full governing board annually.

### Our Core Purpose

Some of our children present us with barriers to their development and learning. We are committed to working in partnership with our parents and carers as well as the local community and appropriate agencies to meet the needs of our children.

All our children deserve quality time and interaction with the key adults in their lives.

We are committed to developing high aspirations within our school community. We provide all our children with rich and varied experiences.

To enable our children to succeed in life, we work towards our 8 **Behaviour Values**. Our Behaviour Values identify the conduct we expect from our children.



## Our Vision

Our commitment to good behaviour and attitudes is exemplified in our school vision. When our children move on from us, we want them to be:



## Our Ethos

At our school...

We create indoor and outdoor environments that are...

- ✓ Welcoming
- ✓ Positive and happy
- ✓ Safe and calm
- ✓ Orderly
- ✓ Inviting, stimulating, and engaging

We expect the adults in our school to...

- ✓ Have high expectations
- ✓ Be effective communicators
- ✓ Build strong relationships
- ✓ Connect to children's lives and interests
- ✓ Make every child feel valued
- ✓ Model self-awareness and self-regulation
- ✓ Be calm and patient
- ✓ Be positive and consistent
- ✓ Be nurturing and encouraging
- ✓ Be empathetic and responsive

"I am the decisive element in the classroom. It is my personal approach that creates the climate. It is my daily mood that makes the weather. As a teacher, I possess tremendous power to make a child's life miserable or joyous. I can be a tool of torture or an instrument of inspiration. I can humiliate or humour, hurt or heal. It is my response that decides whether a crisis will be escalated or de-escalated, a child humanised or dehumanised."

Haim Ginott (An Israeli Child Psychologist and Psychotherapist)

We expect our Parents and Carers to...

- ✓ Respect the ethos, vision, and values of our school.
- ✓ Work together with staff in the best interests of our children.
- ✓ Treat all members of our school community with respect, kindness, and good manners.
- ✓ Set a good example to our children with language and behaviour.
- ✓ Seek a peaceful solution to all issues.
- ✓ Correct their own child's behaviour (or those in their care) where it could lead to conflict, aggression or unsafe conduct.
- ✓ Approach the right member of staff to help resolve any concern.

## Super Stars of the Day



## Chance to Change



