



Magdalen Gates Primary School Interaction policy



Behaviour Policy

Magdalen Gates Primary School

Formally adopted by the Governing Board of:-	Magdalen Gates Primary School
Approved by:-	Suenaina Sharma & Nonnie Williams
Chair of Governors:-	Suenaina Sharma & Nonnie Williams
Last updated:-	June 2022
Next review date:-	June 2023

Respect for all

At Magdalen Gates Primary School, we believe that every person is equally important and this policy reflects the values, ethos and philosophy of Magdalen Gates in relation to behaviour support. The policy is agreed upon by the whole teaching staff and presented to the Governing Body. The document is available for interested parties.

At Magdalen Gates, everyone has a part to play in the promotion of high standards of behaviour. We aim to create an environment in which pupils can learn and flourish. We encourage good behaviour through high expectations and mutual respect between pupils, and staff and pupils.

At Magdalen Gates, all staff working with our children receive training in behaviour support. This training is called "Norfolk Steps" and is delivered through Norfolk County Council. The name "Steps" is drawn from the Norfolk County Council statement on inclusion:

The process of taking necessary steps to ensure that every young person is given an equality of opportunity to develop socially, to learn and to enjoy community life.

This statement reflects the philosophy, policy and practice at our school. Our approach has an emphasis on consistency, on the teaching of internal discipline

rather than imposing external discipline, and on care and control, not punishment. It uses techniques to de-escalate a situation before a crisis occurs and, if a crisis does occur, it adopts techniques to reduce the risk of harm. An important aim of Norfolk Steps is to provide opportunities to support and debrief both children and staff after a crisis.

Staff are trained in Step On training and new staff joining the school will receive this training as soon as it is available to them. Annual refresher training is provided for all staff.

Rationale

Appropriate behaviour and good order is a necessary prerequisite to effective teaching and learning. Every member of staff works to develop the whole person, including spiritual, moral, social and cultural education. We aim to:

- be welcoming and inclusive
- create a firm, consistent approach throughout the school
- maintain, encourage and promote positive behaviour, self-discipline and respect
- encourage independence and personal confidence
- encourage consideration for others in the community by promoting respect, courtesy, tolerance, teamwork, trust and honesty
- support the development of self-esteem and self-respect by distinguishing between a pupil and that pupil's behaviour
- develop pride in the school, in work, in effort as well as achievement

Promoting Positive Behaviour

All learners, parents, staff and visitors who come into school have responsibility for promoting positive behaviour by demonstrating clear values and principles through:

- Teaching right from wrong, honesty and respect for others
- Encouraging internal discipline, self-management of behaviour and a sense of responsibility for positive behaviour
- Praising positive behaviour. Using positive phrasing and reminding
- Providing pupils with positive experiences that will create positive feelings and therefore positive behaviour
- Being good role models through patterning and copying
- Using scripts, repetition and structure to establish consistent, clear and agreed boundaries
- Resolving conflicts through a restorative approach
- Teaching pupils to value their mistakes and move forward from them.

Right and Responsibilities

At Magdalen Gates, staff work together, sharing achievements and successes as well as problems and concerns. The values that inform our approach to support and management of behaviour are:

- Showing respect for each person, and empathy for their feelings
- Building confidence and self-esteem by valuing each person's successes and achievements
- Building trust, by doing what is expected of us, showing that we believe in each other and our school, and by accepting mistakes as opportunities for learning
- Communicating effectively, so that each person feels able to contribute to school life positively and to do the best job they can
- Building a sense of enjoyment and fun into the daily working life of everyone in the school, so that they want to go on learning here
- Being prepared to accept and try out the decisions and ideas of a group, so that the school can continue to improve

Children learn how they can make the classroom and school a safe and fair learning community for all, and that it is unacceptable for other people to make it unsafe or unfair. They have a responsibility to ensure the learning of others.

The Curriculum and Learning

We need to teach behaviour as we teach other areas of the curriculum through modelling of and praise for good practice. Pupils are taught about their feelings and emotions during everyday teaching opportunities and RSHE lessons that include Anti-Bullying week (refer to Anti-Bullying policy). All children should be treated sensitively – where behaviour falls short of what it should be, we seek to develop children's awareness and ownership of that behaviour.

A distinction has to be made between developmental behaviour and persistently unacceptable, challenging and inappropriate behaviour. Some children, including those with SEN who have specific needs that impact on their behaviour, may find it continually difficult to follow the school and class. Individual strategies will therefore need to be implemented to support them. This may include the use of clear targets (Individual Targets- see SEND policy) with specific rewards, alternative rewards or consequences and the use of outside agencies.

Recognition and Celebration (before a crisis)

Learners should develop the understanding that their positive behaviour can be personally rewarding and can also bring about positive experiences and feelings in others. When they are engaged and learning we need to 'catch the children getting it right' through specific praise. This can be done by:

- Praise from adults and peers
- Communicating positives with home
- Showing good work to other classes, teachers, SLT or Head Teacher
- Good work and achievements being displayed around the school and on Twitter

A Therapeutic Approach

At Magdalen Gates we recognise that negative experiences create negative feelings and that negative feelings create negative behaviour, whilst positive experiences create positive feelings and positive feelings create positive behaviour. It is the responsibility of every adult at our school to seek to understand the reason why a young person is presenting problem behaviour and change the circumstances in which the behaviour occurs.

Behaviour management and responses need to be personalised and designed to meet the specific needs of each individual child, their age and any special circumstances that affect the pupil. To enable change, we need to understand the child's behaviour, not just suppress the behaviour. The Norfolk Steps 'Roots and Fruits' exercise supports staff in identifying the underlying influences on behaviour. This exercise helps adults to list a child's positive and negative experiences in life that may have led to their negative feelings and behaviour.

Consequences and Sanctions

At Magdalen Gates adults have the responsibility to use consequences, *which have a relation to the behaviour, are proportionate and maintain respect for the pupil and as a result help the young person to learn and develop positive coping strategies.* Consequences act on internal discipline by creating a learning opportunity directly relating to the anti-social behaviour to the harm caused, that then contributes to the situation. Consequences and sanctions should be discussed 1:1 wherever possible, rather than publicly.

When a child is not demonstrating positive behaviour, staff will:

1. Praise positive behaviour from other learners. Staff will give their attention and praise to those who are demonstrating positive behaviour
2. Review what is causing this learner to behave in this way, put actions in place and differentiate to lessen this pupil's anxiety or anger
3. Give a non-verbal warning (e.g. changing position in the classroom to be nearer the child to re-gain their attention)
4. Give a positive reminder of the class rules which need to be adhered to
5. Give a verbal warning that includes a reminder of consequences
6. Ensure that the problem is discussed with the child at the end of the lesson and an appropriate consequence is followed through (this could include missing some play

or lunchtime to talk the issue through, and agreeing how to repair any damage which has resulted from the problem).

7. If behaviour persists over time, parents will be contacted and informed

When faced with Challenging Behaviour – Key Scripts

Some behaviours exhibited can be more challenging. We use the Norfolk Steps response to harmful behaviour: cool down, repair, reflect and restore. Adults' responses to these behaviours will aim to de-escalate the behaviour through one of or a combination of the following as appropriate:

- Positive phrasing e.g - "Stand next to me" - "Put the toy on the table" - "Walk beside me"
- Limited choice e.g - "Put the pen on the table or in the box" - "When we are inside, lego or drawing" - Talk to me here or in the courtyard"
- Disempowering the behaviour e.g - "You can listen from there" - "Come and find me when you come back" - Come down in your own time"
- Use of a De-Escalation Script e.g - Use the person's name – "David"
- Acknowledge their right to their feelings – "I can see something is wrong" Tell them why you are there – "I am here to help" Offer help – "Talk to me and I will listen" Offer a "get-out" (positive phrasing) – "Come with me and....."

Physical intervention

There are situations when physical intervention may be necessary. Staff are trained by Norfolk Steps trainers in how to safely use physical intervention. Staff are instructed to be aware of the child's age and individual circumstances when moving them as some children find this more upsetting than others. Situations may include:

- To comfort a student in distress, appropriate to their age and understanding
- To support a child with their physical care (toileting, self-care, changing clothes)
- To gently direct a person
- For activity reasons (drama, physical games)
- To avert danger to the student, other persons or significant damage to property

Risk assessments

Pupils whose behaviour may place themselves and others at a risk of harm must have individual risk management plans. These are overseen by the Headteacher, who will ensure that they are reviewed and updated in order to reflect changes and progress.

Learners who may need a risk management plan are those whose needs are exceptional cases and are only used when usual everyday strategies are insufficient.

This will include learners who may require some specific intervention to maintain their own and others' safety and to ensure learning takes place for all.

A plan will:

- Take into consideration the times/ places/ lessons that give the learner greater anxiety, triggers that could lead to difficult behaviours
- Put in place risk reduction measures and differentiated measures that will lower the learners' anxiety and enable the learner show positive behaviours at school
- Give clear de-escalation strategies and script that all adults can follow when speaking to the learner to lessen difficult and dangerous behaviours

Reflect, take responsibility, repair and restore (after a crisis)

Once the child is calm, relaxed and reflective, the experience can be re-visited with an adult. The adult will re-visit the experience by re-telling and exploring the incident with a changed set of feelings. The adult may use the following counselling prompts:

- Explore what happened – What, when, where (tell the story) – avoid “why?”
- Explore what people were thinking and feeling at the time
- Explore who has been affected and how?
- Explore how we can repair relationships?
- Summarise what we have learnt so we are able to respond differently next time?

Exclusion

Serious incidents may result in a fixed term or permanent exclusion. These decisions are not made lightly and are informed by Local Authority guidance. Parents are informed of the decision and reasons for the exclusion. A reintegration meeting is held with the parents and child on their return to school.

This policy will be reviewed in full by the Governing Body on an annual basis. This policy was reviewed and updated in June 2022

Next review date: June 2023