



HOBLETTS MANOR JUNIOR SCHOOL

Positive Behaviour Policy

Our behaviour strategy is aimed at supporting positive emotional, social and physical health and improving educational outcomes for all our children by promoting and supporting their engagement with learning and decision-making.

This policy reflects the values, ethos and philosophy of our school in relation to behaviour support. It is a working document and as such, it reflects the practices that are carried out and those to which the school is striving. The policy is agreed upon by the whole staff team and presented to the Governing Body.

Introduction

At Hobletts Manor Juniors, we value each and every individual within our school community and encourage their contribution to shaping a welcoming, safe, positive and fair learning community for all. We expect everyone to act with courtesy and respect for each other at all times.

As a school, we aim to inspire all our children to be proud, confident lifelong learners. Everyone at our school has a part to play in the preparation of our children for life beyond school by being a role model of positive citizenship. Our behaviour strategy is aimed at supporting positive emotional, social and physical health and improving educational outcomes for all children by promoting and supporting their engagement with learning and decision-making. All aspects of our behaviour management are built on the foundations of the shared values of our school (Respect, Determination, Self Belief, Teamwork, Passion and Honesty) and British Values (Democracy, Rule of Law, Individual Liberty, Mutual Respect and Tolerance).

Aims

- To support children in developing self-respect, self-esteem, courtesy, tolerance, teamwork, trust and honesty as essential qualities for life
- To promote fair treatment and equal access to educational opportunity
- To create a positive and engaging learning environment
- To support children in managing their own behaviour and making positive choices
- To develop an individual and corporate responsibility for the safety of ourselves and others and to be reflective of the choices we make
- To help children understand that actions have consequences
- To provide opportunities for children to reflect upon their choices and learn from them
- To create a consistent approach across the school
- To ensure that positive behaviour is encouraged and recognised

We have an agreed Code (RFR), which helps us to work together for excellence to ensure Hobletts Manor Junior School is a successful school. It is based on three key behaviours. We expect all members of our community to be:

Respectful
Friendly
Responsible

Hobletts Manor Junior School and Therapeutic Thinking (Formerly known as 'Hertfordshire Steps')

Therapeutic Thinking is an approach to positive behaviour management that prioritises prosocial feelings of everyone within the dynamic we have adopted and embraced as a school. The principles upon which it is based are:

'A shared focus on inclusion of all children and young people within their educational setting'

- A shared set of values and beliefs
- Open and shared communication
- A shared commitment to diversion and de-escalation
- Shared risk management
- Shared reparation, reflection and restoration

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

All of our staff have received 'Therapeutic Thinking' training and Mrs S Short (Headteacher) and Mrs C Short (Inclusion Co-ordinator {InCo}) have been trained to deliver training to new staff members and provide refresher training and ongoing advice.

Training is focused upon de-escalation. It emphasises the importance of consistency and teaching internal, rather than imposing external, discipline. It focuses on care and control, not punishment. It uses techniques to de-escalate a situation before a crisis occurs and, where a crisis does occur, it adopts techniques to reduce the risk of harm.

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Pro Social Behaviours

Pro-Social behaviour is a social behaviour that benefits other people or society as a whole such as helping, sharing, donating, co-operating, and volunteering; pro-social behaviour is characterised by a concern for the rights, feelings and welfare of other people.

Regular opportunities are provided for children to explore these behaviours to enable them to be used in daily life.

Everyone who comes into the school - learners, parent/carers, staff and visitors - has responsibility for promoting positive behaviour, by example, showing courtesy, politeness and respect for others.

In our school we use a variety of strategies to promote good behaviour:

- positive feedback through focused praise
- being fair and consistent throughout the school
- modelling the desired behaviour
- listening to the learners
- pre-empting challenging behaviour

Behaviour which fosters our values will be acknowledged by all staff with positive consequences. Through these consequences, we aim to develop internal discipline, which leads to self-regulation. Children learn to manage their own behaviour rather than rely on external controls.

We have whole school systems in place to reward children that include:

- Weekly Celebration Assembly – including the presentation of certificates for Values, Home Learning, Curriculum, Lunchtime, Mathematics and English.
- Daily Stars for English, Maths, Curriculum and 'Star of the Day'.
- Attendance Certificates – recognising improved attendance over a half term and 100% attendance.
- Friendly Leaves for acts of kindness
- Ask me why stickers (awarded by any member of the team for great work/effort) and wristbands, awarded by the Headteacher, for exceptional effort/work.
- House Points – 1 for Daily Stars, 2 for Star of the Day, reading 7 x weekly and Friendly Leaf, 3 for Ask Me Why Stickers and 4 for Ask Me Why wristbands.
- Marvellous Me – badges for daily and weekly stars, Friendly Leaves, Ask Me Why stickers and Wristbands, 5 and 7 times weekly reading and weekly Top Ten Rockers.

Each class may also have individual and whole class reward systems in place to celebrate and encourage good behaviour. These may include:

- Stickers and certificates
- Showing work to the Headteacher, other teachers, classes and/or in assemblies
- Sharing and discussing work with other children
- Contact with parents/carers with positive comments (face-to-face, phone, text, Marvellous Me)

Despite focusing on rewarding positive behaviour, we recognise that at times, children will not follow our Code and consequences will follow. These consequences seek to develop a child's sense of reality and each consequence is an opportunity to teach new behaviour. To enable change behaviour needs to be understood rather than suppressed. (Therapeutic Thinking) As such, pupils will be helped to reflect upon the causes/triggers/reasons for their actions as well as the impact that they have had upon themselves and others. Opportunities to discuss what they have learnt will focus on risk reduction, and help them identify a different choice moving forward and provide opportunities to restore and repair.

Unsocial Behaviour

Unsocial behaviours are defined as actions that are not sociable in the company of others, but not to the detriment of others.

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Unsocial Behaviour	Examples	Response/Consequence
Actions that are not sociable in the company of others, but not to the detriment of others.	Not listening, rocking on a chair, talking out of turn, calling out, talking/running when moving around the school or lining up.	Praise positive behaviours from other learners Non verbal warning about behaviour. Behaviour Log completed
Failure to respond to the above response will lead to an Educational Consequence – <i>the learning, rehearsing or teaching so that the freedom can be returned e.g. completing tasks, rehearsing, assisting with repairs, educational opportunities, conversation and exploration</i>		

Anti Social Behaviour

Anti Social behaviours are defined as actions that harm or lack consideration for the well-being of others; acting in a manner that has caused or is likely to cause harassment, alarm or distress to one or more persons; actions that violate the rights of another person. Such behaviour can be categorised as either difficult or dangerous.

Anti Social Behaviour	Examples	Response/Consequence
Difficult - behaviour that is anti-social but not dangerous	Defacing other's work, rudeness to an adult, swearing, making insulting gestures, throwing equipment	Protective consequence - <i>removal of a freedom to manage harm e.g. increased staff ratio, limited access to outside space, escorted in social situations, differentiated teaching space, exclusion</i>
Dangerous – imminently result in danger to self or others, damage to property or behaviour that would be considered criminal if the person was the age of criminal responsibility	Stealing, making prejudiced comments or abuse, bullying, sexual harassment, deliberately hurting others e.g. kicking, hitting, biting	Educational Consequence – <i>the learning, rehearsing or teaching so that the freedom can be returned e.g. completing tasks, rehearsing, assisting with repairs, educational opportunities, conversation and exploration</i> Referral to SLT Reflect, repair and restore <i>How can we put the harm right? What have we learnt so we can avoid similar incidents happening again? How can we make things better for XX/you? If everything was going to be alright, what would need to happen? How can you help to put this right? How can we make it OK for you to go back to, What do you think X might need?</i> Parent/Carer contacted Behaviour Log completed

For all incidents involving Anti Social behavior there will be an opportunity for those affected by an incident to re-visit the experience by re-telling and exploring the story with a changed set of feelings. During the incident, behaviour may be influenced by anger, frustration or disappointment etc. The purpose of reflect, repair and restore is to re-visit the experiences with each child once calm, relaxed and reflective. The process focuses on the harm that has been done and how the harm can be repaired. It looks at experiences, feelings and needs and plans to ensure conflict is less likely to happen in the future. Examples of restorative questions are given above however for children with communication needs or complex conditions that effect communication additional differentiated approaches may be used. Examples include the use of Social stories, Comic Strip Conversations, the use of signs, pictures and symbols to communicate emotions or the completion of a 'Roots and Fruits' tree.

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When faced with more challenging behaviour a range of deescalating strategies may be used including:

- the use of positive phrasing (e.g. Stand next to me),
- providing limited choice (We can talk here or in the library),
- disempowering the behaviour (We will carry on when you are ready),
- the use of de-escalating scripts (Child's name, I can see something has happened, I am here to help, talk and I will listen, come with me and.....)

Prejudiced Behaviour

In the first instance involving prejudiced behaviour, where it is not clear that the child understands the hurt caused, a discussion will be held with the Headteacher to enable the child to understand the seriousness of this behaviour. In all cases, Parents/Carers will be informed and the incident logged. Repetition will result in consequences associated with dangerous behaviour.

Bullying and Harassment

Developing a whole-school approach to bullying takes time, effort, education, attitude change and behaviour change by all members of the school community. We take the issue of bullying seriously and work with members of our school community so that they know:

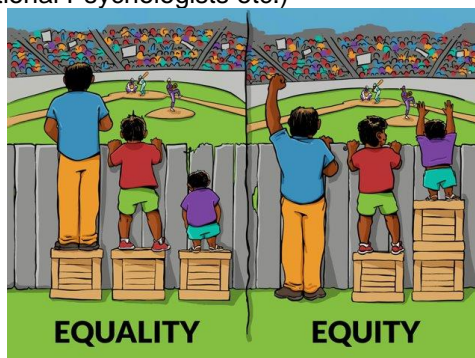
- What the school means by bullying
- Why bullying is totally unacceptable
- How we address bullying
- What support there is for those who have been bullied and those who bully

For further information, please see the Anti-bullying Policy available in school or on our website.

Learners with Special Educational Needs

We expect all learners to follow the RFR Code. However, this may be more difficult for some learners at certain times. We recognise that within a climate of inclusion there will be learners who need a personalised approach to their specific behavioural needs.

At Hobletts Manor Junior School we aim to afford all learners the same equal status, rights and opportunities (equality) and use differentiated measures to do so. This may include the use of clear targets with specific rewards, alternative rewards or consequences (recorded on an individual behaviour plan and shared with parents/carers) and the use of outside agencies (Dacorum Education Support Centre DESC, Educational Psychologists etc.)



We look to work closely with parent/carers in supporting the school in managing their child's behavioural issues. If appropriate, a multi-agency assessment will be considered for pupils who display continuous disruptive behaviour despite having received significant intervention and support as outlined in the school's SEND Policy. It may for example be appropriate to complete a Families First Assessment if multi-agencies are involved with the child or a Pastoral Support Plan (PSP) if the child is at risk of exclusion.

Physical Intervention

Staff have received Therapeutic Thinking Training including moving and guiding skills. Physical intervention will be in the child's best interest and be conscious of the need to differentiate the attachment to staff from the attachment to key adults such as parents/carers. Staff are aware of the need to consider the child's age and individual circumstances.

Restrictive physical intervention will only be used if the learner is deemed to be a danger to themselves, other learners, staff or likely to cause significant damage to property. In the unlikely event

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that a child has to be physically restrained for their own or other's safety, this will be logged and parent/carers will be contacted if a child has had to be restrained.

Suspension and Permanent Exclusion.

The aim of our school is to ensure the safety and well-being of all our pupils and staff. A decision to suspend or permanently exclude a child could be taken in response to a serious breach of the school's behaviour policy or if the result of the child remaining in school would be a significant risk to the welfare and/or education of themselves or others. The decision is made by the Head teacher using a wealth of information and working closely with those who have been working to support the child. Where the child is SEND the role of the InCo will be essential in making this decision.

Links with Home

At Hobletts Manor, we seek to build a partnership with parents/carers so that they are able to support the school in promoting their child's good behaviour and attendance. We feel it is important that parents/carers know the measures taken to promote good behaviour in school and are able to participate in their children's education by having two-way communication with the school. If ever a parent/carer has a question or concern, we ask that they always contact the school; it is vital that we work together as one. We also ask that if parent/carers have any suggestions for policy development that they contact the school so that we can work together to provide the very best support for all. Information about behaviour can be found via a number of sources including through newsletters and through awards that are sent home.

The Role of Governors

The Governing Body has the responsibility of setting the general guidelines on standards of discipline and behaviour, and of reviewing their effectiveness. The Governors support the Head Teacher in carrying out the guidelines. The Head Teacher has the day-to-day authority to implement the school behaviour policy.

Complaints

The school's procedures for dealing with complaints about behaviour is a declared part of the school's procedures for handling all complaints. Further details can be found in school or on our school website.

Procedures for Review and Evaluation

Our positive behaviour policy is a living policy. Monitoring, review and evaluation takes place on at least an annual basis. Monitoring can take place in a number of ways:

- The completion of short questionnaires by pupils, staff and parents/carers
- Pupil voice feedback
- Involvement of pupils in environment walks and interviews
- Statistical data of pupils or groups who are regularly given consequences or rewards
- Classroom and play/lunchtime drop ins.
- Analysis of data re restorative activities, exclusions etc.

Appendix A: Prosocial and Antisocial Feelings

Prosocial Feelings – feelings we want to create within our school community		
Liked	Loved	Respected
Involved	Included	Comfortable
Motivated	Safe	Encouraged
Able	Brave	Curious
Capable	Valued	Secure
Relaxed	Hopeful	Optimistic
Calm	Trusting	Determined
Tolerant	Needed	Kind
Inquisitive	Happy	Absorbed
Playful	Proud	Enthusiastic
Supported	Wanted	Understood

Antisocial Feelings – feelings we want to protect our school community from feeling		
Angry	Sad	Alone
Worried	Lonely	Misunderstood
Cautious	Anxious	Embattled
Shamed	Blamed	Criticised
Hopeless	Scared	Withdrawn
Depressed	Fearful	Panicked
Naughty	Hurt	Ashamed
Reluctant	Judged	Powerless
Hopeless	Useless	Humiliated
Defiant	Tearful	Aggressive
Excluded	Unsure	Frustrated