



Behaviour for Learning Policy

'This policy should be read in conjunction with other related policies
such as Inclusion and Safe in School'

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Introduction

The development of positive social, emotional and learning behaviours is at the heart of our behaviour policy. We are proud to be a Trauma Informed School. Trauma Informed approaches are at the core of our whole school ethos and across our setting.

We hold Flagship status of the Inclusion Quality Mark and much of this is due to our inclusive, supportive approaches to behaviour.

At Bush Hill Park Primary School, we also believe that a broad and balanced curriculum and effective learning all contribute to positive learning experiences. Children and adults collaborate to develop and maintain the school community based on equality, dignity, respect, non-discrimination and participation; this includes learning and teaching in a way that respects the rights of both educators and learners and promotes wellbeing.

We believe that the best way to support the wellbeing of our children is through our Trauma Informed approach and by providing a calm, positive and nurturing environment. We create the culture where children and staff flourish in safety and dignity.

As part of this we operate around three clear rules which are underpinned by our school values of respect, responsibility and resilience and set out a clear expectation for behaviour for learning across the school:

- Above and Beyond
- In the Zone
- Choose Kindness

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

- [Behaviour in Schools February 2024](#)
- [Behaviour and discipline in schools](#)
- [Searching, screening and confiscation at school](#)
- [The Equality Act 2010](#)
- [Use of reasonable force in schools](#)
- [Supporting pupils with medical conditions at school](#)

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

- Section 175 of the [Education Act 2011](#), 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

Part 1: Our Approach

Aims

We recognise the importance of a whole school, consistently understanding approach to behaviour. To achieve the maximum benefit of this policy, it is vital that all staff are united in our Trauma Informed approach. Therefore, every child, all staff and visitors throughout Bush Hill Park Primary School can expect the same, consistently calm approach to behaviour management. All members of staff in the school community are trained in our whole school approach and Trauma Informed training specifically will be ongoing for all staff members. We also ensure whole school training around consistent routines and high expectations of all pupils in an equitable way to ensure that children can find safety and comfort in the familiarity of whole school routine.

Trauma informed approaches to behaviour management will:

- Place relationships and a child's sense of safety and security at the heart of classroom management.
- Encourage nurture, warmth and empathy, even when a child is presenting with behaviours that may feel challenging to an adult.
- Promote a sense of community and belonging.
- Take individual circumstances into account.

Through research, evidence and our Trauma Informed practice, staff are able to guide and lead children effectively with particular focus on helping them with understanding their behaviour and how that can change over time. It is recognised by all that this takes time, but in order for this to happen an enquiry and restorative approaches to get children talking about their behaviour, their feelings and their reactions is necessary for understanding.

Strength of relationships between staff and children is at the very core of this approach. Staff need to understand the children and get to know them on many levels; this is necessary to identify and understand attachments, effects of trauma and SEND to maximise positive steps and positive outcomes.

Work is carried out with parents to understand any needs and difficulties of children, as well as their experiences and to help and provide support for them so that any unmet needs away from the school can be achieved. Through our Pastoral Care Team and relationships between class teachers, support staff and parents we are all informed and can tailor support where needed. This is done through the following (although not limited to these approaches):

- Art or play mindfulness activities
- Sensory regulation experiences
- Learning mentor sessions (group and one to one)
- Use of therapeutic language
- Circle Time

We promote fairness and restorative principles across Bush Hill Park Primary School, we are child-centred and inclusive. We have an approach that is built around positive relationships between staff and children as well as children and their peers and staff and their colleagues. Additionally, we aim to enable all children to have the ability to understand their own emotions, to self-regulate and build positive relationships throughout their life and develop strategies that will enable them to thrive into adulthood.

As a result, children at Bush Hill Park Primary School have the right to:

- Unconditional Positive Regard
- Recognition of their unique identity and needs
- Be treated with respect and dignity as a valued member of the community
- Learn and achieve in a safe environment
- Be protected from harm, violence, assault and acts of verbal abuse
- High expectations from staff that ALL matter equally
- Learn to articulate, understand and self-regulate their own behaviours
- Learn how to apply restorative principles and develop strategies that support them in their future life

Moreover, Bush Hill Park Primary School endeavour to ensure that:

- Parents, carers, staff and children are positive about behaviour and safety
- Staff are trained in our consistent, Unconditional Positive Regard and Trauma Informed approaches
- Parents are supported to use positive strategies with their child in response to behaviour that may be viewed as negative
- Children value the learning environment and wish to contribute to a safe, calm and positive school
- Children demonstrate the school values of respect, responsibility and resilience throughout the school day
- Instances of bullying are rare and children are aware of the different forms of bullying as outlined in our Safe in School policy and through participation in Safe in School themed weeks
- All children feel safe in school at all times and develop awareness of what constitutes safe and unsafe
- High 'Quality First Teaching' and support from trained staff meets the needs of all individuals

Part 2: Practices and Procedures

Emotional and learning behaviours are at the heart of our behaviour procedures and approaches. As a Trauma Informed school, we use our understanding of social and emotional development within all of our approaches.

Responsibilities

All staff and Governors have a responsibility to:

- Show Unconditional Positive Regard to all
- Model and support the children's SEMH (Social, Emotional and Mental Health) needs and SMSC (spiritual, moral, social, cultural) development in line with our work as a Trauma Informed School
- Work in line with whole school routines to promote and instil consistency and familiarity
- Uphold high expectations in all children
- Create a positive climate with realistic expectations
- Emphasise the importance of being valued as an individual within a group
- Promote, through example, the school values
- Provide a caring and effective learning environment
- Encourage relationships based on kindness, respect and understanding the needs of others
- Ensure fair treatment for all
- Show appreciation of the efforts and contributions for all
- Create an environment which recognises and celebrates difference
- Promote the fundamental British Values and ensure that we are preparing children for life in Modern Britain
- Ensure a personalised approach to meet the needs of individuals including those with Special Educational Needs and disabilities (SEND)
- Support and help to maintain an environment that recognises the unique attachments and traumas of all children
- Ensure materials and resources are arranged to aid accessibility and reduce disruption
- Ensure displays help to develop self-esteem and are linked to the school's values
- Ensure teaching methods encourage enthusiasm, motivation and excitement
- Enable children to work and co-operate with others
- Be consistent in demonstrating restorative approaches when dealing with incidents of behaviour
- Praise and reward positive behaviour, effort and work
- Be consistent and fair
- Take an interest in all within our school community – no one goes unnoticed
- Support colleagues across the school in the development of our Trauma Informed practice
- Actively apply restorative approaches at all times
- Involve, support and communicate with parents

All children have a responsibility to:

- Keep themselves and each other safe
- Be open to restorative practices and see their behaviour as a journey
- Work to the best of their ability without distracting others or preventing them from learning
- Actively follow and promote the Bush Hill Park School's values at all times
- Actively follow and promote the school rules at all times
- Treat all members of the school community with courtesy and respect
- Take responsibility for their own behaviour and an active role in reconciliation and restoration
- Be open to developing relationships with adults they trust so that they can communicate concerns
- Behave appropriately when representing the school e.g., on a school trip, sports event, travelling between home and school
- Treat living things with care
- Take responsibility for personal possessions
- Be a good role model

All parents have a responsibility to:

- Support the school's Behaviour for Learning Policy
- Ensure their child's regular attendance and punctuality
- Work together with the school
- Communicate to the school anything which may affect their child's time at school
- Show courtesy and respect to all members of the school community
- Be a good role model

The school will work with parents to promote positive behaviour:

- Admission meetings – expectations made clear to parents through home-school agreement, parents' views sought and valued, given opportunity to express concerns before child begins school.
- At the first sign of any concerns, parents invited in for informal meeting and support is offered to both child and parent
- Support may take the form of referral to outside agencies, such as community support groups or encouragement to attend parenting classes
- Guidance and advice would be given to enable the parent to deal with behaviour at home – a home school book may be set up to ensure good communication between the parent and teacher
- A referral to relevant external agencies to provide the necessary support
- Parents encouraged to liaise with the appropriate person within school, such as Parent Support Adviser, Learning Mentor or Deputy Head for Inclusion and to speak with the Class Teacher on a regular basis

Positive Behaviour Strategies

In addition to our constant consideration of the SEMH needs of our children and our pride in being a Trauma Informed school, we also act in accordance with Government guidance, we actively support the SMSC (spiritual, moral, social, cultural) and emotional development of our children using the principles of Growth Mindset and the RSHE Curriculum. This is achieved throughout the day, across the whole curriculum, as well as in assemblies and Talk Time discussions.

We encourage and celebrate positive behaviour through:

- Promotion of Bush Hill Park School's values of Respect, Resilience and Responsibility
- Encouragement of whole school rules
- Systems of rewards for effort applied to learning
- Modelling good behaviour
- Weekly values assemblies
- Weekly celebration assemblies linked to the values and school rules
- Positive feedback to classes through the School Council
- Positive communication with home
- 'Talk Time' activities where behaviour is explored and discussed as both a challenge and where it can have positive influences for others
- Individual target setting (e.g. Learning Support Plan, Pastoral Support Plan, class targets)
- Projects with external agencies, e.g. within a class, group or individually
- Dealing with incidents individually and always implementing a restorative approach
- Help to promote friendship and respect in our school

We only give praise and never condemnation. Praise is given informally and formally, in public and in private and for the maintenance of standards as well as for particular achievements. For children who have not suffered attachment or trauma struggles, behaviour considered positive is not always automatic, through praise we try to show the children what is considered positive. 'We catch them getting it right'. This is reflected through our consistent rewards systems; we ensure that there are many incentives and therefore many opportunities for all children to receive the recognition they deserve.

Classroom Management

Classroom management and teaching methods have an important influence on the behaviour of children. The classroom environment gives clear messages to the children about the extent to which they and their efforts are valued. We operate with a clear set of expectations for classroom set up and maintenance to ensure a calm and safe space for all children; to ensure that all children can access the classroom equitably and to promote consistent routines. All staff receive training and reminders of the importance of consistent whole school approaches and CPD takes place throughout the year in line with our Walktrhus approaches to ensure all staff are knowledgeable in our approaches, in particular the importance of relationships between all staff and children, strategies

for encouraging positive behaviour, arrangement of furniture, access to resources and classroom displays as these all have a bearing on the way children will behave and interact.

Staff will:

- Create and maintain a stimulating environment that encourages children to be engaged – classrooms will be organised in a way that develops independence and personal initiative.
- Materials and resources will be arranged to aid accessibility and to reduce uncertainty and disruption.
- Displays should develop self-esteem through demonstrating the value of every individual's contributions
- Display the school rules, school values and Behaviour blueprints (See Appendix 1 and 2)
- Teaching methods will encourage enthusiasm and active participation for all
- Lessons will develop skills and knowledge required whilst fostering co-operation with others
- Praise will be used sincerely to encourage positive behaviour and effort with work
- Where next steps for behaviour or learning are given these are constructive and a private matter between the teacher and child (unless providing whole class feedback for the same next steps)
- Develop a positive relationship with children, which will include:
 - Greeting children in the morning/at the start of lessons
 - Establishing clear routines
 - Communicating expectations of behaviour in ways other than verbally
 - 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

Acknowledging the Individual

We believe that acknowledging the individual has a motivational role, helping children to see that they are valued and respected. The most common acknowledgment is praise, informal and formal, public and private and to individuals and groups. Affirmation is an integral part of development but it is important to recognise that for some children who may have experienced trauma or insecure attachments or negative experiences of school they may not always respond to positive affirmations in the expected way. All staff need to be mindful of this and respond appropriately to the individual needs of children – this is again where strength of relationship is key to getting it right for the children.

- ALL staff are responsible and actively involved in delivering unconditional positive regard
- Achievements, success and positive behaviour both in and out of school are supported and celebrated

To acknowledge and promote positive behaviours we use a range of strategies, including:

- Verbal feedback/ affirmation
- Non-verbal feedback (e.g., thumbs up, smile, pat on the shoulder)
- Headteacher Awards
- Stickers
- Certificates (weekly wonder and values)
- Postcards home

Effort Chart Stickers

We use a system that recognises both achievement and effort. Children can work towards Effort Chart Stickers (ECS) for their academic effort and this will be recorded on a chart which is issued to each class teacher at the beginning of the academic year. Adults across the school will recognise and reward children with these stickers which can be added to their chart throughout the day. Children receive badges according to the number of ECS stickers they have been awarded and their badges are worn on their school uniforms for others to see.

20 stickers (red) = Ruby Badge

40 stickers (yellow) = Amber Badge

60 stickers (green) = Emerald Badge

80 stickers (blue) = Diamond Badge

100 stickers (purple) = BHP Values Badge

120 stickers (orange) = BHP Headteacher's Award

Values Assemblies

Each Monday, children begin the week with a values assembly, these assemblies take real world examples, current local and world news and commemorative occasions and view them through the lens of one or some of our values. Children will be given opportunities to reflect on these and how they can incorporate the school values into a positive week.

Centred around both the school values and on Social and Emotional Learning (alongside current and local events and news) as recommended by the EEF. Assemblies encourage children to reflect on their Social and Emotional Learning through developing understanding of Self-awareness, Self-management, Social awareness, Relationship skills and Responsible decision making. As part of our curriculum driver of 'never a missed reading opportunity', we also ensure that extracts and books are shared in order to further promote a love of reading during values assemblies.

Celebration Assemblies

Each week, a celebration assembly takes place that promotes and celebrates children's attitudes to learning. One child from each class is presented with a 'weekly wonder' certificate for their positive contributions to their learning. One child from each class is also recognised and presented with a

certificate for their positive contribution to the school values. Additionally, one child from each class is selected to receive a 'star reader' award for any contribution to reading (effort or passion). These are spread across the year to ensure children have the opportunity to receive at least one of each throughout each academic year.

In addition to the weekly certificates, children will also receive badges for the accumulation of ECS stickers as mentioned above. These will be celebrated during assembly and children will be called up to receive these from a member of the Headship Team.

Pupil Transitions

To ensure a smooth transition to the next year, children have transition sessions with their new teacher. In addition, staff members hold transition meetings with the incoming class teacher. Throughout the summer term, classes also take part in swaps to ensure children have time to familiarise themselves with their new surroundings. For the EYFS to KS1 transition, planning takes place to ensure children do not move from free flow learning into formal lessons immediately, and continuous provision activities are planned for Year 1 children for their first half term of KS1.

To ensure any concerns are appropriately monitored and the right support is in place, information related to the pupil may be transferred to relevant staff at the start of the term or year. Information on concerns may also be shared with new settings for those children transferring to other schools.

Initial Responses

At Bush Hill Park Primary School, we recognise that there may be times when a pupil may respond in a way that does not align with our school values. The school's Behaviour Blueprint will be employed (see Appendix 1).

We follow a calm, consistent approach where opportunities for reparation and self-reflection are key. As part of this we have 'rule reminding' that where possible will be conducted in private.

- Numerous non-verbal cues
- Reminder of rule
- Intervention conversation
- Unconditional Positive Regard
- De-escalation (if necessary)
- Restorative conversation

De-escalation

At times, if responses presented by children appear challenging, staff may need to intervene to support that child to implement strategies that can support them back into their window of tolerance. All humans have unique windows of tolerance, these are the 'spaces' within which we are

comfortable and feel safe. When we are within our window of tolerance we can learn, love and tolerate the daily stressors of life without anxiety, exhaustion or loss of control.

Like everyone, children's emotions fluctuate, particularly at times of stress and crisis in the height of emotion, they find it difficult to express what is happening verbally or often are unaware themselves what may have triggered their emotional responses. Children up until the age of 10 do not possess the capacity to self-regulate. This is an advanced skill that requires mature cortex development. For this reason, all children must be co-regulated so that they can develop strategies that will support them as they develop, as such time outs and isolation serve no purpose and serves to shame or teach a child that their feelings are wrong and are not tolerable. However, for some children, they may choose space and space away, not in the form of a formal time out, may be what is needed to support an individual with their regulation. The adult who knows the child and their needs will ask the child and decide in the moment about the best approach to use for regulation.

For children who have suffered any form of trauma, regulation can become an overwhelming challenge and it requires the unconditional support of safe and available adults. Some triggers and sensory overloads are unknown to the children and adults and this may make it more difficult to employ de-escalation strategies.

De-escalation is about the adult recognising and validating a child's emotions – not the behaviours or responses they are displaying as a result of the emotions. It is about asking *'What has happened to you?'* instead of *'What's wrong with you?'*. It is an attempt to support a child to regulate through techniques such as active listening, asking questions, compassion, body language, empowerment and choice and breathing techniques.

De-escalation strategies:

All staff will receive training in de-escalation strategies. The following serve only as a guide and reminder, there is no set approach or 'one size fits all' as all children are unique in their tolerances, emotions and personal history that influences their responses. De-escalation is reliant on the decision making of informed adults in the moment. Above all, adults must seek to create a feeling of safety for the child. A child needs to feel safe, understood and accepted in order for de-escalation to be successful.

1. Before employing de-escalation, you must first have awareness of your own window of tolerance. Are you the right adult for this moment? Are you the right adult for this child? *'a dysregulated adult cannot regulate a dysregulated child'* (Dr Lori Desautels).
2. Ask *'What has happened?'* / *'What has happened to you?'*
3. Acknowledge and validate the child's feelings, then check for accuracy e.g., *'you look really frustrated because I can see you are clenching your fists, did I get that right?'*
4. Enable choice and control. Present choices that help remove the child from the physical situation or space (if this is what is needed in the moment) e.g. *'Now that I know it's frustration that you are feeling let me help you, as that is a huge feeling to cope with on your own – let's get away from this space – do you want to go outside for fresh air or come for a walk to another corridor/office space etc.?'*

5. If a child is in a heightened state of anxiety, employ self-soothing and self-regulating behaviours such as breathing techniques or techniques that you feel will enable the child to re-connect. This could be mindfulness activities, walking or space away. These will be unique to the individual.

Restorative Approaches

Staff intervention to support the regulation of behaviour is based on children's level of development and understanding. We support a large cohort of children who have SEMH, EAL, or SEND needs that would greatly impact communication. Interventions necessary to help regulate and develop behaviour positively are designed using restorative principles and through restorative approaches. It is our belief that every interaction is an opportunity for learning and that all behaviours are communication of some form.

Interventions that are restorative by nature offer unique learning opportunities in which behaviour can be highlighted and addressed allowing for positive outcomes and minimising the opportunity for those behaviours to further present.

Punitive consequences are unlikely to change behaviour. We do not encourage use of this and instead, alongside our Unconditional Positive Regard and child centred approach offer restorative opportunities regularly.

Teachers should follow the micro-script and restorative questions as a guide. Restorative approaches and lack of punitive consequences enable a shift away from focussing on behaviour displayed but rather looking at emotional impact on both victims and perpetrators and exploring opportunities to resolve, for learning and to enable skills of communication to develop.

It is important that all staff recognise that children who have suffered trauma or attachment disruption may not always be able to engage in restorative conversations. When children enter a state of hyper or hypo arousal the brain stem disconnects from the logical, thinking part of the brain. Therefore, it is crucial that adequate time and space is given to those who need it before they can engage reasonably with restorative conversation.

Pupil responsible for behaviour displayed	Victim or those impacted by behaviour displayed
Learn about harm caused	Provides opportunity for those affected to participate in the process which places them at the centre
Acknowledge any harm caused and how that may impact others	A platform to have their say and to explain how it has impacted on them
Explain what happened, what led to the incident and how they were feeling	Regain control of a situation by choosing to participate
Opportunity to provide an explanation and reparation (child led)	Have input and a say on how the situation can be resolved, damage repaired and how reparation can be made

Attempt to repair any harm caused and or damage	An opportunity to witness genuine understanding of the impact someone's actions can have
Reduce the risk of further incidents resulting in the behaviours displayed	Reduces the anxiety and any potential ill-feeling the victim/s may have towards the person responsible

By adopting restorative approaches, interventions with behaviour are more likely to reflect the nature of the class, group and individual. Interventions may include:

- Planned support strategies, including sensory breaks, mentoring, key workers and calming strategies
- Verbal and non-verbal communication to demonstrate mood, facial expressions, body language, hand gestures etc.
- Positive reinforcement
- Unconditional Positive Regard
- Consistent, calm and fair attention
- Consistent modelling of positive behaviours and desired behaviours from all staff at all times
- Opportunities for children to remove themselves from a situation that may increase their anxieties or frustration

At times, formal intervention may be required for restoration to take place. This may include:

- Children taking part in restorative conversations outside of classroom time
- Having restorative conversations with parents present

Support for Pupils with SEND and Disabilities

We are committed to ensuring that behaviour expectations and sanctions are equitable, inclusive and non-discriminatory. We recognise that some pupils with special educational needs or disabilities may require reasonable adjustments to support their behaviour. Staff are expected to take these needs into account when applying all strategies, ensuring that responses are proportionate and appropriate to the child's circumstances.

De-escalation and Adjusted Approaches

Where behaviour incidents involve pupils with SEND or disabilities, staff will use tailored support before considering next steps. This may include adjusted consequences, additional guidance, or interventions that reflect the child's individual needs. Decisions will be made in consultation with relevant staff, such as the SENCo, to ensure that pupils are supported effectively while maintaining high standards of behaviour across the school.

Off-site

When children are off-site, they understand that the expectations of them remain the same. If restorative conversations cannot take place due to the nature of the trip it may be in the best interest of the children to have these back at school. All other approaches remain relevant to off-site activities.

Safe Touch (Physical Intervention/ Restraint)

In some circumstances, behaviour displayed can be challenging and pose a threat to the safety of the child, their peers or staff. In exceptional circumstances staff may use reasonable force to physically intervene to prevent a pupil from:

- Hurting themselves or others
- Damaging property

It is important to understand that for some children who have experienced trauma or attachment disruption that the use of physical intervention in the form of safe touch can escalate a situation beyond all control due to the fear and anxiety this will cause. All use of safe touch will be a last resort after all other avenues have been exhausted. This means that a safe touch intervention will only take place once de-escalation strategies have been employed and exhausted.

Incidents of safe touch will:

- **Always be used as a last resort – all staff will have training in de-escalation strategies to ensure this is the case**
- Be applied using the minimum amount of force and for the minimum amount of time possible (appropriate and proportionate)
- Be used in a way that maintains the safety and dignity of all concerned
- Never be used as a form of punishment
- Be recorded (date, force used, duration, injuries and reason for intervention) and reported to parents
- Be reviewed by a member of the senior Leadership Team

Searching Pupils and their Property

In line with the Education Act 2011, we reserve the right to search pupils (outer clothing only e.g., pockets), their belongings or their lockers without consent if there are reasonable grounds to suspect they are in possession of items that are prohibited under school rules or by law. Prohibited items include, but are not limited to, weapons, alcohol, illegal drugs, stolen items, tobacco, fireworks, pornographic material, or any article that could be used to cause harm, commit an offence, or damage property. This also includes school specific items that are banned for use in school such as mobile phones.

Any search will only be carried out by staff authorised by the Headteacher and will always be considered a last resort, once other de-escalation strategies and opportunities for the child to hand

items over voluntarily have been used. In line with our trauma-informed approach, staff will take time to explain clearly and calmly to the child what is happening, why the search is necessary, and what is expected. Searches will be conducted with sensitivity, respect for the child's dignity, and in line with safeguarding expectations. If a child refuses to consent to their items being searched, staff will continue to prioritise de-escalation and safety, seeking further support from senior leaders where needed. Parents will be informed if a prohibited item is found, and appropriate follow-up and support will be put in place alongside any disciplinary action.

Exceptional Circumstances (Suspensions and Exclusions)

Since the implementation of our Trauma Informed approach, we have significantly reduced the number of suspensions and have not instigated a permanent exclusion since beginning our journey with this. However, there may be extreme cases where this would remain a consideration.

In the event of extreme behaviour where:

- The child puts others' safety at risk (physical assault)
- Bullying
- Racist abuse
- Sexual misconduct
- The child puts their own safety at risk
- School property is seriously or repeatedly damaged
- There is a persistent breach of the Behaviour Policy
- There is a significant breach of the Behaviour policy

In these circumstances we will work with children and families to seek to prevent internal and external suspensions as these are incompatible with a Trauma Informed Approach. Instead we will seek to identify and meet the need that is being communicated through a behaviour at the earliest opportunity. We will hold restorative conversations between the child and a key attachment figure within the setting. This will enable the child to enter a place in which they are calm enough to reflect on triggers, thoughts, feelings and what might help them in the future.

Despite all that we put in place, this policy recognises that there may be exceptional circumstances in which there is no option other than to impose a suspension or permanent exclusion. Any child considered to be at risk of exclusion will be subject to a Behaviour Support Plan formulated by a multi-disciplinary team and parents, by positively supporting the child to manage their behaviour difficulties so that they are able to achieve success with clear expectations and regular reviews of progress. It is our intention to support children to remain in mainstream education wherever possible and wherever this is in their best interest. In the rare circumstances that an exclusion may be necessary, these strategies will be implemented to support reparation and repair of relationships. This will include; maintaining contact with the child and their family throughout the process (e.g. telephoning to check in with work set and support needed) and using restorative practice to structure reintegration meetings and to reduce blame.

Bullying

We recognise that bullying can be physical, verbal or emotional in nature. We will not tolerate any form of violence towards any member of the School community. Bullying (i.e., any behaviour which is consistent and causes psychological or physical harm, in any form or to any degree) is treated as a serious incident and dealt with according to our procedures. We expect all adults in the school community to be a role model of non-threatening behaviour at all times.

Please refer to our Safe in School Policy for further information.

Online Incidents and Behaviour

We recognise that online behaviour, both in and out of school, can have a significant impact on pupils' wellbeing and safety. Incidents such as cyberbullying, sharing inappropriate images, or online sexual harassment will be treated with the same seriousness as incidents that occur on school premises. Such behaviour will be addressed in line with our behaviour policy and may result in sanctions that reflect the seriousness of the incident. Please also refer to our Safe In School policy for further guidance.

Safeguarding and Child Protection

Because online incidents often raise safeguarding concerns, they will always be considered in line with our child protection procedures (see safeguarding policy). Where necessary, cases will be referred to the Designated Safeguarding Lead (DSL) and may require further involvement from external agencies. This could include referrals to the Local Authority Designated Officer (LADO), children's services, or the police, depending on the nature and severity of the incident. Our approach ensures that pupils are both supported and kept safe while reinforcing clear expectations around online behaviour.

Mobile Phones

Mobile phones are not permitted in school. Children should not bring a phone unless they are in Year 5 or 6 and have permission to walk to and from school independently. In these cases, phones must be handed in at the door each morning and will be returned at the end of the school day. Any breach of this rule will result in the phone being confiscated and returned only to a responsible adult, so that school expectations can be reinforced. Children who have their phone returned to them at the end of the school day may not use their phone on school premises except to contact parents or carers; any

other use, such as taking photographs or accessing social media, will lead to confiscation. Persistent misuse may result in a ban on bringing a phone to school altogether.

Adult Expectations

We work in close partnership with all parents. However, we will not accept rudeness towards staff at school. Should the need arise, the school has the right to: notify parent/carers with 2 verbal warnings.

- A letter will be sent to the parent
- If the situation persists the parent can be banned from entering the school grounds. There may be circumstances where this must come into immediate effect, at the discretion of the Headteacher.

Racist/Homophobic Incidents

All incidents of racism will be reported to a member of the Headship Team who will investigate and complete a racial incident form. Children from all ethnic groups will be treated fairly. If you are unsure of how to deal with an incident, please discuss it with a member of the Headship Team. The Racist Incident log is kept in the Headteacher's office.

A behaviour review will take place bi- annually to scrutinise the effectiveness of the school's approaches.

Monitoring and Evaluation

To ensure the policy is effective, it will be regularly monitored and evaluated. The Curriculum Committee of the governing body monitors the impact of all policies. This committee report its findings to the full governing body and it will be amended as necessary. We aim to monitor the policy through Arbor logs and communication logs with parents/ carers.

Appendix 1: Behaviour Blueprint (to be displayed in each class)

Bush Hill Park Primary School Behaviour Blueprint

Adult Behaviour

- Calm, consistent and fair
- Give first attention to best conduct
- Relentlessly bothered
- Meet and greet with a smile
- Recognise above and beyond

Over and above recognition

- Praise
- Effort Chart Sticker
- Phone call home
- Postcard
- Recognition board (spotted)

3 rules

- Choose kindness
- In the zone
- Above and beyond

We believe that everyone deserves the best, to be the best that they can be! We are all worth it!

Rule Reminding

1. Numerous non-verbal cues
2. Reminder of rule
3. Intervention Conversation
4. Unconditional Positive Regard
5. De-escalation (if necessary)
6. Restorative conversation

Unconditional Positive Regard

I've noticed that ... you know the school rules (choose kindness/ above and beyond/ in the zone). Can you remember when I phoned home when you ... and how that made you feel? I expect you to ... thank you for listening.

Restorative Questions

1. What has happened?
2. What were you thinking/ feeling at the time?
3. How are you feeling now?
4. Who has been affected by your actions?
5. How do you think they are feeling now?
6. What needs to be done to make things right?
7. How can we do things differently next time?

Relentless Routines

Deliberate Calm

Catch them getting it right

Meet and greet with a smile




Appendix 2: Consistent Trauma Informed Practices (to be displayed in each class)


Bush Hill Park Primary School Consistent Trauma Informed Practices

We are *all* Trauma Informed – this knowledge guides all interactions


Kindness and love above all else




RESPECT



SAFETY




TRUST




We follow the Principles of Trauma Informed Care


COLLABORATION




CHOICE




EMPOWERMENT



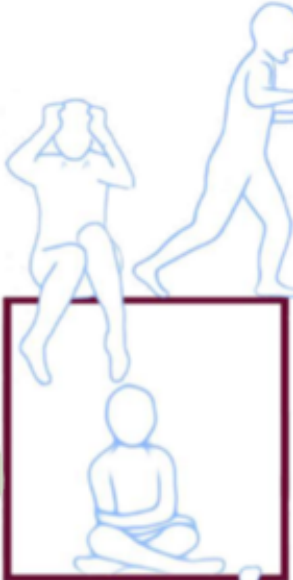
We apply the ARC principles for Attachment, Regulation and Competency




Connection and Attunement are driving forces in building and securing resilient relationships



We support children to stay within their window of tolerance



No one goes unnoticed!



Behaviour Policy

Visible Consistency

Visible Kindness

Five Pillars of Practice

Consistent, calm adult behaviour

Unconditional Positive Regard

Relentless Routines

Follow up, repair and restore

Script difficult interventions

BHP Consistent Trauma Informed Practices