

Therapeutic Approach to Behaviour Support

Oaklands Primary School

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Kindness. Honesty. Respect.

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1. INTRODUCTION

This policy outlines the purpose, nature and support we provide for behaviour at Oaklands Primary School in line with Hertfordshire Steps. Every school relies on its members of staff behaving in certain ways to achieve its purpose. A school's central purpose is concerned with children's overall well-being and their learning.

Our vision is that everyone at Oaklands is valued, treated with respect, fulfils their potential and learns without limits, through an ambitious and inclusive curriculum.

Taking a **non-judgemental, curious and empathic attitude** towards behaviour is vital. We encourage all adults in school to respond in a way that focuses on the feelings and emotions that might drive certain behaviour, rather than the behaviour itself. Children displaying anti-social behaviours need to be regarded as vulnerable rather than troublesome, and we all have a duty to explore this vulnerability and provide appropriate support.

All behaviour is communication or a form of information. Children's feelings are driving everything they do. They are unable to rationalise that without being taught and supported to do so. It is our role to recognise this and to help them regulate.

Hertfordshire Steps is the local authority's preferred approach to supporting positive behaviour management in schools and settings. The Steps approach forms part of the authority's behaviour strategy. It has been agreed through the SEND Executive and forms part of Hertfordshire's Local Offer. At Oaklands, Katherine Thompson (SENCo) and Sophie Willer (senior leader) have been trained to deliver the Hertfordshire 'Step On' training. Tom Hassan (Headteacher) and Steph Morgan (Deputy Headteacher) will complete the Steps training in the summer term. All new staff are provided with this policy as part of induction training.

2. PROSOCIAL BEHAVIOUR

At Oaklands we have three school values which are referred to daily.

Oaklands's Values		
Kindness	Honesty	Respect

When children display our values, they are noticed for doing so and staff respond in the following ways:

- **Thank you for...** showing kindness to Tom and helping when he needed a friend.
- **I noticed...** Sally showing respect by looking this way with her lips closed when I asked children to stop and listen.
- **I'm proud of you...**for being honest about hurting Phil and then apologising for making the wrong choice

- **Class contracts:**

At the start of each academic year pupils construct a class contract for agreed consistencies, alongside their class teacher and any support staff working in the class. The class teacher should guide pupils, if required, to include prosocial behaviours that will contribute to a safe and productive learning environment. The contract should have no more than 5 – 10 agreed points. Examples might be, but are not limited to: -

- I will listen carefully when my teacher or friend is talking.
- I will work hard, even when I find the work challenging.
- I will not hurt others with my words or actions.
- I will look after the school and its resources.
- If something makes me upset or uncomfortable, I will speak to a trusted adult.
- I will move around the school sensibly.
- I will be polite at all times and provide a good role model to others.

Pupils and staff in the classroom must sign the contract and it must be displayed in the classroom, and referred to where required.

If a pupil does not fulfil the requirements of the contract, the adult in the room should refer to part 3 of this policy, 'Supporting All Learners'. It is the responsibility of the adult in the room to support the behaviour of their pupils. SLT should only become involved in exceptional circumstances e.g. persistent anti-social behaviour or dangerous anti-social behaviour (see p10.).

Language:

The language used is vital to get right. At Oaklands we only use these terms:

- Difficult/dangerous/unsocial or anti-social behaviour
- A child is in crisis, dysregulated or distressed
- A child is connection seeking, not attention seeking
- A child has additional needs

At Oaklands, we know long term behavioural change comes from developing internal discipline. Using a therapeutic approach, we teach positive behaviour in the following way.

Developing trusting relationships with staff, children and parents/carers

- We have clear expectations that at the beginning of each school year the main focus is **building positive relationships with all children** as these relationships are essential to support positive behaviour.
- This is started through a transition program that gives children the opportunity to visit their new class and teacher before the summer holiday enabling children and staff to begin to get to know each other.
- For our new reception children this will involve transition visits prior to their start date.
- The promotion of positive relationships continues every day at Oaklands. Children at Oaklands should feel safe, valued, respected and liked by all adults. Adults show kindness, make connections, listen to children and greet them when they see them.

Praise and positive reinforcement – 'catching children getting it right'

- Positive praise - flooding the positive behaviour in every classroom, 'catching the children getting it right,' for following our rules and showing our values. Praise may be given publicly and privately.

- Positive facial expressions
- Thumbs up
- Displays recognising the effort children have put into learning
- Personalised strategies to prevent predictable behaviour
- Phone call home/at the classroom door
- See another member of staff/class
- Personalised compliments
- If an adult at school needs to talk to a child about behaviours that are not prosocial this will be done privately to avoid humiliation or giving too much 'air time' to anti-social behaviours.

Responding as role models and using positive phrasing

- Children learn best from being surrounded by good role models. Adults in school **will always** demonstrate **consistent, calm adult behaviour**.
- We know that 'children can't be what they can't see,' therefore, all adults at school speak respectfully to each other, to children and about children.
- We walk in the school building, listen to children when they talk to us and take time to teach children pro-social ways to behave, always linking this to our rules e.g. Thank you for holding the door open and showing respect.
- We model to the children, often through talk, how we are feeling, how it is ok to have a wide range of feelings, and we show by example how being honest and talking through our experiences is a positive strategy.

Consistency and consistent use of scripts.

- By consistency we mean creating a culture and environment where children know that whichever adult they are talking to the **same expectations for behaviour are present and the way their behaviour is managed is the same**.
- Staff may have reminders of this policy through email, briefings or staff meetings.
- New staff are given this policy as part of their induction and this policy is reviewed by staff and governors annually.
- We know that by having some agreed scripts that are positively phrased and used by all staff across school, children are more likely to feel secure that the expectations for their behaviour are the same.

Routines, repetition and structure with established clear and agreed boundaries/expectations

- Having clear, predictable routines that all children are aware of will create a sense of feeling safe and prepared e.g. all classes will have a lining up order and seating plan.
- We use visual timetables, clearly displayed in class, to share what the day is going to include.
- Changes to a typical routine will be explained clearly to children. Social stories, communication with parents/carers, clear explanations, and now and next boards may be used with children.
- In order to help children to feel safe, their educational environment needs to be high in both nurture and structure.
- At Oaklands we believe, that to give children certainty and therefore a feeling of safety in their environment, anything that can be a routine, should be a routine.

Transitions are seen as important and managed carefully for all children

- A nurturing approach encourages us to think about transitions in the widest context. Following holiday periods, between school years, moving class to class and even small transitions between activities in a classroom and from the playground to the classroom are all examples of transitions for young people.
- When a young person has experienced adversity, changes (even between task and space) can trigger feelings of threat and hypervigilance.
- We are mindful that changes in routine can be difficult for children and need to be carefully managed with preparation and support

Comfort, forgiveness and restorative processes.

- If children feel safe, happy and respected they are more likely to display pro-social behaviours. They don't always get this right and it is vital that when they do get it wrong they are given a fresh start. Every day is a new day. Adults need to forgive and model this forgiveness.
- During difficult and dangerous behaviours, they need to encounter **adults who are calm and consistent who respond in a predictable, consistent, empathetic way.**
- Children need to learn to forgive themselves and others and we are role models for this. When a child is displaying difficult or dangerous behaviours we remember this means they are ultimately not feeling safe or happy. We need to work out what the trigger is for this behaviour and try to de-escalate. Staff are expected to identify triggers and plan differentiated measures to reduce the likelihood of escalation.
- A child who has spent time in 'crisis' may need time to calm down before any educational consequence or conversation takes place, this may be the following day
- Change of face, where one adult may replace another as the person leading de-escalation or distracting a child to de-escalate behaviours is a strategy used at Oaklands.

Emotional intelligence

The term Emotional Intelligence refers to a person's overall ability to manage their emotions. It's the ultimate goal we want for our children. It is something we can grow for our children but we are mindful that children will have different starting points and challenges.

Emotional vocabulary

We prioritise the teaching of emotional language so children can describe their own feelings and can understand the feelings of others.

Emotional literacy

If a child cannot communicate how they are feeling and what their needs are, they're unlikely to reach their full potential. We work towards children having the ability to read or recognise their own emotions and feelings and to read or recognise the emotions and feelings of others. The aim is for all children to understand and predict the impact of these feelings on actions and behaviours.

Emotional agency

With the teaching of emotional vocabulary and emotional literacy, children will develop the ability to predict how they will feel as a result of experiences in the future and plan to protect themselves from either the antisocial experience or to manage the resulting antisocial feelings. In time, children will develop the ability to predict how they will feel as a result of experiences in the future and plan to ensure a prosocial experience or to create the desired prosocial feelings.

Preventing Escalation

To prevent escalation an adult must show consistent, calm behaviour while using the following strategies:

Limited choice:

- *[Name of child]*...**put the pencil in the pot or on the table**
- *[Name of child]*...**sit on the chair or on the floor**
- *[Name of child]*...**work at that table or that table**

Disempowering the behaviour:

- **You can listen from there**
- **Come and find me when you come back**
- **Come back into the room when you are ready**

The de-escalation script

- *[Name of child]*... **I can see you might be / are feeling annoyed/angry/upset.**
- **I am here to help.**
- **Talk and I will listen.**
- **Come with me and ...**

Emotional Recovery:

- Different children need varying lengths of “cool down” times
- Cool down can be offered in a variety of locations within the school and will be personalised depending on need

3. SUPPORTING ALL LEARNERS

If a child is displaying a difficult behaviour, e.g. Behaviour which is anti-social, but not dangerous. Difficult behaviour should be acknowledged in terms of context: ‘Daniel continually shouting out is difficult within a group teaching activity.’ In this situation, any of these strategies can be used:

- Ask them if they are ok. If they are not, then you can find out what is wrong (if they are able to tell you) and deal with the problem.
- Reminder – this is a quiet and clear redirecting of the child to the agreed boundaries then leave take up time.

Options are:

I need to talk to you about our respectful rule

You know the routine for...

You could make this right by...

Let’s focus on what is going to happen next...

- 30 second scripts are used by staff to ensure that they can deal with difficult situations **calmly and consistently** without showing emotion. A 30 second script may start with:

I noticed you are...

It was the rule about being kind that you didn't follow when talking while I was...

Do you remember last week when you did such a great job at....

Thank you for listening.

These are used to bring children back on task as quickly as possible.

- 2 minute intervention - Asking a child to 'step out' (not leave the class) and decide how to start the conversation which is all about getting back to learning. This is **supportive**.

'I was wondering what was up'

'I noticed you were struggling to keep our rules'

'Safe is one of our rules, so you need to....'

'What do you need right now to help you with your learning?'

'How can I help now?'

Restoration

It is important that after an incident there is time to reflect, repair and restore. As soon as possible after an incident, if all parties are emotionally ready, it is essential to talk with a child to safe guard their emotional wellbeing and help them reflect and progress. The purpose of reflect, repair and restore is to re-visit the experience by re-telling and exploring the story with a changed set of feelings. During the incident, the child's behaviour may be influenced by anger, frustration, disappointment etc.

These questions can be used to guide the discussion.

- What happened?
- How were you thinking / feeling and how did it make others think and feel?
- Who has been affected and how?
- What can we do to put things right? (adults to ensure anything agreed is actioned).
- What have we learnt and how can we respond differently next time?

Planning and Early Intervention

We use a range of tools at Oaklands to support children regularly displaying anti-social behaviours (Appendix 1). These can be used as soon as there is a concern to guide next steps.

- **Conscious and subconscious behaviours** - this analysis helps to consider which elements of a behaviour are chosen and effective and which are a result of an inability to cope with experiences or feelings.
- **Anxiety mapping** - staff should aim to complete a number of anxiety maps on key areas for the child (activity, staff, peers and time.) These can then be analysed to identify where we can predict the child may escalate through anxiety and help explore prevention through differentiation.
- **Roots and fruits** - roots and fruits identify root causes to behaviour and identifies solutions that school can provide to support through creating more pro-social feelings via experiences.
- These tools are to be used as early as possible to help identify the difficulties the child is having in order to put strategies in place to reduce the risk of repeated incidents.
- Nurturing therapeutic support may be needed such as protective behaviours, draw and talk and counselling. Children can be referred for these.

4. UNSOCIAL BEHAVIOUR

Unsocial behaviour is when a child is not enjoying or making an effort to behave sociably in the company of others, but not to the detriment of others. Examples:

- Leaving their desk without permission
- Leaving the carpet during input/story without permission
- Refusing to complete the work set
- Refusing to get changed for PE
- Choosing to do another activity than the one the class are doing (reading/drawing on whiteboard etc.)
- Rocking on their chair
- Calling out/talking to a friend
- Not listening to instructions
- Playing/fiddling with equipment

Staff should strive to interpret unsocial behaviour as a communication of negative feelings and so should provide differentiation or support.

Possible strategies that could be used:

- Differentiated learning space/work station
- Fiddle toy
- Wobble cushion
- Whiteboard to write
- Timers
- Task planner
- Learning broken down
- Scaffolds
- Additional resources
- Book of brilliance
- Individualised timetable
- Now and next board
- Limited choice
- Brain breaks
- Positive experience
- Class job
- Task differentiation
- Adult support/Peer support
- Learning intervention
- Small group/paired learning

5. ANTISOCIAL BEHAVIOUR

Antisocial behaviour is behaviour that causes harm to an individual, a group, to the community or to the environment. It is likely to cause injury, harassment, alarm or distress. It can violate the rights of another person.

It is important not to group unsocial behaviour with antisocial behaviour. The child who can find no reason to join in or complete a directed task is often showing considerable restraint in not allowing how they feel to result in behaviours that are antisocial. It is important that our response to unsocial behaviour does not drive the behaviour to become antisocial. The following is a non-exhaustive list of examples of both: -

Antisocial Behaviours	Dangerous Antisocial Behaviours
Aggressive shouting/calling out disruptively	Leaving the school building
Continued interruptions	Leaving the premises
Swearing	Spitting (directly at another)
Answering back, mimicking	Scratching
Name calling	Pinching
Lying	Hair pulling
Refusal to carry out an adult's request	Hitting
Distracting and/or disrupting others' learning by shouting, banging, making noises	Kicking
	Fighting
Throwing small equipment	Biting
Leaving the classroom without permission	Punching
Damage to property/pushing over furniture	Throwing furniture
Stealing	Physical or verbal bullying

These behaviours will be a sign of a child needing support and a child may be in a heightened, anxious state – possibly due to factors outside of school – be aware and empathetic of this and that their behaviour is communicating a need.

Consequences – if possible must be carried out by the adult who was working with the child at the time.

If a child is not managing to display pro-social behaviours, we need to teach the behaviour we want to see.

- It could be a **'quick catch up'**
- It could be **reflect, repair and restore**
- It could be a **natural consequence** (clearing up a mess, mending something)
- You may need to **teach something, practise something**

Consequences can be educational and protective. We use the word **obviously** to work out the consequence for a child e.g. a child has seriously disrupted the learning in class then the protective consequence is **obviously** the child needs to have time away from the class to reflect on the harm the child is having on all the children, themselves and the teacher in the class. If a child has hurt another child in the playground, then **obviously** the child needs a protective consequence of time away from the playground with an educational consequence about the impact of their actions what can happen to a child if they are hurt.

Examples of protective and educational consequences

Antisocial Behaviours	Educational Consequence/Protective Consequence
Aggressive shouting/calling out disruptively Continued interruptions	Social story Comic strip conversation Conversation and exploration Rehearsing and practising Differentiated learning space
Swearing Answering back, mimicking	Conversation and exploration Comic strip conversation Additional strategies provided
Name calling	Conversation and exploration Comic strip conversations Teaching about empathy
Refusal to carry out an adult's request Distracting and/or disrupting others' learning by shouting, banging, making noises Throwing small equipment	Conversation and explorations Comic strip conversation Additional strategies provided School rules project – what is kindness and respect
Damage to property/pushing over furniture	Assist in repairs Potential payment for damage/replacement
Stealing	Research the real world implications
Physical or verbal bullying Physical aggression	Impact to those effected through a comic strip conversation Restorative conversations – reflect, repair, restore Possible limit to outside space Escorted in social situations/breaktimes Restricted off-site activities Differentiated teaching space

6. UNFORSEEABLE BEHAVIOUR

A child working outside our behaviour policy

If a pupil's behaviour continues to be difficult or dangerous, they are not learning from consequences and they are not following our school rules then there is a further need for a consistent response as the child is not managing to work within our behaviour policy and needs their own agreed plan.

The tools in appendix 1 will guide towards the need for a **Predict and Prevent Plan** (Appendix 4) or a **Success Plan** (Appendix 5)

Either plan becomes the agreed job description for working with a child outside the whole school policy. All staff need to take responsibility for knowing the plan and the scripts which need to be used consistently across the school.

External advice and support may also be accessed e.g. educational psychologist, Welwyn and Hatfield hub, Step 2.

Different strategies may be used at Oaklands to support children:

Children leave their class for a short time

At Oaklands, if a child is in crisis we will be supporting that child to manage and recover. If the child is in class and unable to come out there may be occasions, in exceptional circumstances e.g. danger to others, when the class may be taken somewhere else to learn for a short time while the child is supported to recover and move from the situation.

Children are given a positive experience

We are clear that some children come to our school needing extra help with reading, writing and maths. We also know that some children who come to school need extra support to learn the right way to behave. At any point a child may have a negative experience in their lives which affects their behaviour e.g. a bereavement. At Oaklands, children will get the support they need to help them. We understand that negative experiences can lead to negative feelings which can lead to negative behaviour. When a child needs a positive and motivating experience we will make it part of their day or week, which leads to positive feelings which lead to positive behaviour which means a change in behaviour. This can be mistakenly seen as a 'reward.' It is not, it is part of the process that is needed for a child to behave more positively and begin to develop internal discipline.

Equality is treating everybody the same.

Equality aims to promote fairness, but it can only work if everyone starts from the same place and needs the same help.

Equity is giving everyone what they need to achieve success.

At Oaklands, we advocate for each child to receive the resources, experiences, appropriate interventions and support in their learning achieve their full potential.

At any point a child may have a negative experience in their lives which affects their behaviour. **All staff at Oaklands will be ready to support each child and implement the approach described in this policy.**

Review Meetings

If a Predict and Prevent Plan or a Success Plan is in place, there will be regular review meetings with parents to highlight the success of the plan and make any necessary changes for further success. These reviews will continue until the child has had enough success to manage without a plan in place. A review meeting can also be used for a child without a plan to focus on the positives and work on the areas needed. These are led by the SENCO or a member of the senior leadership team. If further steps need to be taken, due to a lack of progress being seen from a plan, then these can follow:

A Pastoral Support Plan

The pastoral support plan (PSP) is in place for children at risk of exclusion. This will be closely monitored over a set period. Further intervention will be in place which could include a reduced timetable. A significant change needs to be seen in a child's behaviour to avoid exclusion.

A Safety and Support Plan

A 'Safety and Support Plan' or 'Risk Assessment Management Plan' (RAMP) may be required when an incident of sexual harassment or sexual violence has occurred. This is to identify risks for the victim, perpetrator and other children and so that all staff are aware of their duty of care to the children. Typically, these plans will include specific forms of intervention to maintain a pupil's own safety and that of others.

Use of force

In a small number of cases, unforeseeable behaviour results in the emergency use of force (e.g. stopping a child from running into a road). Any force applied must be proportionate and only used in extreme circumstances order to keep children safe. For example, if a child is dysregulated and attempting to climb through a ground floor window do not attempt to physically prevent them unless there is clear and demonstrable risk of harm to the child. Instead, use Steps scripts to intervene and follow the child at a safe distance until there are calm.

7. COMMUNICATING AND RECORDING WITHIN SCHOOL

We record some incidents using an online tool called CPOMS. Any physical incident, verbal aggression, racial discrimination, bullying, homophobic, gender discrimination, sexual violence/harassment is recorded on CPOMS with a clear consequence for the behaviour. All persistent unsocial and antisocial behaviour is recorded in the following way:

Trigger – Shortened to T

T - learning/unknown /incident with a friend

Please don't ever write no trigger, as there will always be a trigger, we may not always be able to see a thought a child has or know a smell/word/sound that triggers them from something in their past. The child may also not know. To us they may seem fine but remember there is always a reason for communicating through their behaviour. If the trigger is not known write unknown.

Primary Behaviour- shortened to PB

PB – leaving class

Secondary behaviour – shortened to SB

SB – swearing, running away, hitting a child, shouting at an adult, shouting at a child, throwing objects around the room, tipping chairs, tipping tables

Consequence – shortened to C

C- A comic strip conversation, roots and fruits completed, tidied the room, wrote an apology letter, repaired the wall

Full example:

T – maths learning

PB – shouted out

SB – ran out of class, no response to adults, encouraged another child to come too. Lasted for 1 hour

C – comic strip conversation with a focus on impact on others.

8. COMMUNICATION WITH PARENTS AND CARERS

We work closely with parents to enable them to engage with school to support their child, as we know that successful joint working between the home and school leads to much better outcomes for our children. Through protective and educational consequences, we aim to teach children to manage their own feelings and learn from their mistakes. It is our aim that they will develop strategies to enable them to self-regulate. Parents will be informed of concerns early on by the class teacher and incidents of unsocial or antisocial behaviours will be communicated to parents. We ask families to openly communicate behaviours or events from home so that we can offer support to their child in the most informed and effective way.

When progress is limited, we ensure parents continue to be informed and included through review meetings, led by the SENCO or another member of the senior leadership team, to monitor and track progress. These are an opportunity to share positives about a child, areas that need improvement and strategies in place to support. This may be just a meeting to track progress or include a risk reduction management plan or pastoral support plan. We expect parents to attend these. We also have a school family worker who works with families to support them in a range of ways. We support parents to engage with the school family worker if offered as this can have a positive impact.

9. EXCLUSION

If a child continually and seriously violates the rules resulting in dangerous behaviour, showing no signs of change and all supportive measures have been tried without success, the head teacher can use a period of internal exclusion where a child or children may not go back to class for a fixed period of time. Instead they carry out their educational consequences and learning activities away from their classroom with a familiar adult. In extreme situations, the head teacher may decide that fixed term or permanent exclusion is appropriate.

Reintegration meeting

Following any incident that leads to some form of exclusion, a reintegration meeting will be held to provide an opportunity for reparation and rebuilding of trust and relationships. Every reintegration meeting should involve a restorative and reparative approach in order to help both the victim(s) and perpetrator(s) involved move forward positively.

Looked after children/children who have experienced adverse childhood experiences

For these children exclusion is always experienced as something negative, and can be a painful reminder of their earlier life experiences. Exclusion does not just place a boundary around certain behaviours to signal that they are not acceptable. It is ultimately perceived/experienced by the individual as punishment for their behaviour.

We will make every effort to avoid excluding these children in recognition of the increased risk this poses in terms of them quickly disengaging from the school, due to their early experience of broken attachments and loss. With looked after children, we will discuss the rationale for exclusion with the assigned Education Adviser from the Virtual School. If there is no option other than exclusion, then we will make every attempt to reduce the number of days of the exclusion.

Learners with Special Educational Needs

We have high expectations of all learners to follow the school rules. However, this will be more difficult for some learners at certain times. Learners with an identified SEN/D particularly under the category of SEMH, may have personalised support and intervention set out in their Individualised Risk Management Plan and/or their Assess, Plan, Do, Review document. The needs of children are met through reasonable adjustments.

Sexual violence / harassment, discrimination, racial abuse, bullying

In the event of an incident which involves sexual violence or sexual harassment, discrimination, racial or gender abuse or bullying we will follow our policy to apply the right consequence for this serious behaviour. Please see the Child protection policy for more details.

Policy Review

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