

# Gretton School Positive Relationships (Behaviour) Policy



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*Gretton School is owned and operated by Newcome Education, a subsidiary group of Cavendish Education.*

*This policy is one of a series of school policies that, taken together, are designed to form a comprehensive statement of the school's aspiration to provide an outstanding education for each and every one of its students and of the mechanisms and procedures in place to achieve this. Accordingly, this policy should be read alongside all of these policies in order to ensure an awareness of the bigger picture. In particular it should be read in conjunction with the Equality Policy, the Health and Safety Policy and the Safeguarding Children and Child Protection Policy.*

*All of these policies have been written, not simply to meet statutory and other requirements, but to evidence the work that the whole school is undertaking to ensure the implementation of its core values.*

*In all the school's policies, unless the specific context requires otherwise, the word "parent" is used in terms of Section 576 of the Education Act 1996, which states that a 'parent', in relation to a child or young person, includes any person who is not a parent (from which can be inferred 'biological parent') but who has parental responsibility, or who has care of the child. [Department for Education guidance](#) considers a 'parent' to include:*

- *all biological parents, whether they are married or not*
- *any person who, although not a biological parent, has parental responsibility for a child or young person - this could be an adoptive parent, a step-parent, guardian or other relative*
- *any person who, although not a biological parent and does not have parental responsibility, has care of a child or young person*

*A person typically has care of a child or young person if they are the person with whom the child lives, either full or part time and who looks after the child, irrespective of what their biological or legal relationship is with the child.*

*The school employs the services of the following consulting companies to ensure regulatory compliance and the implementation of best practice:*

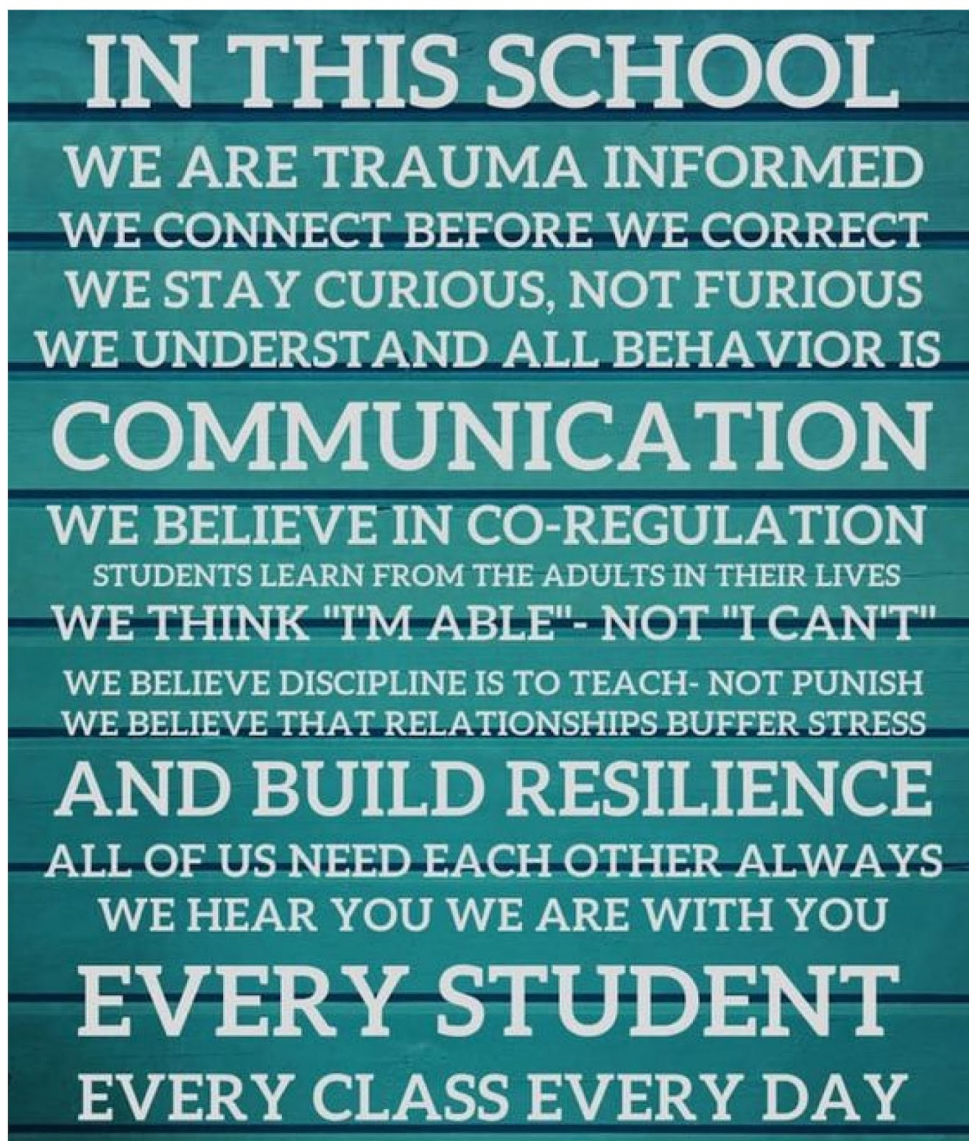
- *Peninsula HROnline*
- *Peninsula BusinessSafe (Health and Safety)*
- *Carecheck (DBS)*
- *Educare (online CPD)*

## 1 INTENT

To promote positive relationships, encourage reflection and develop supportive strategies to reduce behaviours of concern.

## 2 AIMS

This policy is intended to help staff carry out tasks to create and maintain a safe environment for all, with a specific focus on working with behaviours of concern, maintaining a therapeutic environment, and - within this - ensuring a calm learning environment.



### 3 INTRODUCTION

We believe that children communicate their thoughts and feelings through their behaviours.

We have a responsibility to try to understand what they are telling us, even if this may not be immediately apparent. It is important to connect with the underlying reasons the child may be behaving in a particular way. Their observable behaviour is grounded in their own experience of Autism and often as a result of coping strategies that they have developed over time. So, our job is to support, identify, interpret and redevelop so that a child is able to respond to difficulties and challenges in different, healthier and safer ways. We also work hard to celebrate the uniqueness of each child and their experience of Autism so that, by the time they graduate from Gretton, they are better able to understand their own Autism, its impact on themselves as individuals and on those around them and how to celebrate their differences.

We recognise that many of the young people placed at Gretton School may have struggled in previous specialist or mainstream placements. Some have experienced early childhood adversity and all have a diagnosis of Autism, with the probability of other co-occurring diagnoses, which are likely to have made school feel particularly difficult. We also recognise that previous educational experiences may have resulted in the children and young people at Gretton feeling a sense of shame about earlier failed placements that they have learned to cover with sometimes aggressive and avoidant behaviour.

Our role is to work therapeutically with Autistic learners, to understand the uniqueness of their experiences and to build healthy and positive relationships. This, in turn, helps develop greater self-esteem and allows them to realise that they can make different choices.

We come from a place of curiosity about behaviours and staff are trained to think carefully about the complexities of a learner's experience in order to try to identify the feelings and thoughts behind the behaviours. Sometimes the feelings that working with a child can bring out in ourselves can give us insight into what the learners are experiencing. As an example, a learner who can display rigid-thinking and demand-avoidant behaviour has an ability to make those around them feel frustrated, powerless and at a loss as to how to help. If we, as professionals, understand that our feelings are a reflection of those of the student, it enables us to act in a way that reassures, offers options and empowers the learner.

The combination of relationships, structure, routine, clear boundaries, and opportunities for thinking together promotes the development of positive, healthy and safe ways of relating to others. All staff should be aware that children can be abusive towards other children (often referred to as child on child abuse) and that the school needs to be vigilant and responsive to these behaviours; we work in an environment where the behaviours of one child can have a direct impact on the feelings of another and we are committed to - rather than removing the causes of anxiety and stress - supporting learners to develop strategies, resilience and the ability to manage the impact of others on their own sense of wellbeing. We are aware that working in this way with children and young people can take time and that, during their time at Gretton, it is likely that all children will go through periods of dysregulation and difficulty. We ask that all stakeholders recognise this and offer support and patience when children

who have experienced a period of dysregulation might have an impact on the progress and regulation of their own child.

Our Positive Behaviour Support takes the form of Primary, Secondary and Tertiary Strategies as outlined below.

#### 4 PRIMARY STRATEGIES

These are all the things that we do as a school, all day every day, to develop a safe learning environment. These things include everything from the safety of the school campus and environments to the very individual support each learner needs around them, but also include :

- The structure of the school day, so that learners know what to expect on their timetables.
- The structure of the class groups and residential houses (for boarding learners) and the staff that work with the students.
- The communication and collaboration with parents to co-develop strategies and support for learners.
- The development of Individual Education Plans and Individual Behaviour Plans, to take account of the unique nature of a learner's needs, interests, triggers and responses to behaviours as detailed in their EHCP.
- The involvement of children in decisions about their provision and the support and interventions they need through regular tutorial sessions, student council and key worker sessions in residential.
- The involvement of the Multidisciplinary Team to ensure that all provision is underpinned by therapeutic practice and takes account of the individual Autism profiles of learners.
- Making use of the common language in school around the Zones of Regulation, so that learners can start to be able to use language to express the feelings they are trying to interpret.
- The ongoing training and understanding of staff on matters relating to Autism practice and support.
- The culture throughout the school of supportive nurturing relationships with a focus on getting to know each child well (on the premise of 'If you know one child with Autism then you know one child with Autism!') so that each child has trusted adults within school.
- The attitude and behaviours of staff in order to teach by example and model exaggerated respect for the children, for each other, themselves, the school and good ethical behaviours in all aspects of work.
- The staff's expectation and assumption of positive interaction with peers and learning, whilst being prepared for, and aware of, possible behaviours of concern.
- The presence of clear policies and procedures, followed by all, that provide consistency in approach and behaviours across the school.
- The clarity of expectation from children so that they are aware of what is expected of them in terms of their learning, behaviour and responsibilities and are able to ask for help when needed.

- Developing the habit of asking pupils if you can approach them or sit with them, if they require your help, etc - this places a sense of control with them about their personal space.
- Keeping the learners in a place of unconditional positive regard by all who work at Gretton and maintain the desire to seek resolution through reflection and reflective practice as well as sharing pride and enjoyment alongside children when they achieve.

#### 4 SECONDARY STRATEGIES

These are the things that all staff are trained to think carefully about, in order to manage and support the day-to-day interaction between people on site.

No single approach or technique is helpful in all situations for all children. Staff, therefore, have a commitment to paying attention to the child's individual needs and to do what actually helps them, here and now, using the most appropriate strategies outlined in the child's IEP/IBP (Individual Education Plan/Individual Behaviour Plan).

- We ask staff to notice and be curious about the learner's behaviours, understanding when a learner is feeling emotion and recognising when they might need support to identify, name, describe or manage the feelings they are experiencing. We point staff towards the Zones of Regulation and Alert Programme particularly to support these approaches.
- We ask staff to use de-escalation strategies to try to reduce the potentially volatile nature of interactions and feelings through distraction, diversion, affirmation, compromise and ultimately reflection and restorative practices. Gretton School recognises that teaching young people to recognise and name their feelings is a core part of our work. This is underpinned through the use of Zones of Regulation.
- We ask staff to consciously aim to separate a learner's feelings from their behaviours - whilst it may be unreasonable for the child to kick, bite or scream, it is not unreasonable for them to feel cross or unhappy.
- The most important part of managing any incident at school is the learning conversations that take place afterwards and when a child is calm and ready to reflect. Staff are trained to find a range of ways to support a learner, to have these conversations, in order to support them to explore other, more constructive, ways to express feelings and frustrations.
- We ask staff to make use of positive language, so to give learners options for acceptable behaviours rather than asking them to refrain from unacceptable behaviours, for example, "let's do this" rather than "don't do that".
- We ask staff to use clear, supportive language to reduce ambiguity and to make clear the boundaries; this includes using statements of reality for learners, which can be useful in grounding and supporting the learner to understand their current experience, ie ' you are shouting at the moment'.
- We ask staff to reduce the use of language when a learner is becoming heightened and upset, in order to reduce the amount a learner has to process at that time; being present, offering a

listening ear and making suggestions to give learners options are all useful strategies when a learner is starting to feel a lack of control. For learners with a more demand avoidant profile, we ask staff to make adjustments to their communication to remove demand, offer options and reassure the learner, thus treating a 'meltdown' more as a panic attack. This reflects the importance of the IEP/IBP to define individual learner needs and the best responses to support them.

- We ask staff to recognise their own feelings when supporting a learner, and to be vigilant too about other staff, to identify when they might need to step away from a situation. We are not seeking a win-lose situation, we will always seek a win-win, where both parties can be supported to find a suitable solution to resolve a matter. Over time, this is one of the single most effective ways to develop resilience and strategies for a child to resolve conflict.
- When supporting a child who may be becoming heightened, we ask staff to reduce any perceived threat of their presence by sitting, kneeling, or giving space for the child to move about. Body language is evidenced to be even more important than verbal language at these times and can be the difference between inflaming a situation and calming it.

As a rule, the following strategies should be used as a quick guide:

- Change personnel if behaviour feels targeted or if the member of staff needs to regain composure.
- Be aware of positive and supportive body language.
- Be aware of the tone and timbre of your voice in maintaining calm reassurance.
- Reduce content of language to simple choices or reassurances and make sure your language is age and stage appropriate.
- Avoid any mention of sanctions.
- Check that the environment is safe, free from hazards and, where possible, without an audience; try to remember that it is frightening to feel out of control.
- Where a learner continues to struggle with ongoing dysregulated behaviour, the school is committed to exploring this behaviour, convening team meetings, solution circles and instigating Assess, Plan, Do, Review (APDR) cycles. This enables staff to think carefully about the behaviour they are seeing, plan responses accordingly and take action to support change. As part of an ongoing response to periods of dysregulation for children and young people, we aim to work with parents and colleagues to identify different strategies and encourage more regulated behaviour. It is through the ongoing process of review that we can effect change positively.

## 5 TERTIARY STRATEGIES

These are the strategies that are employed when a child has reached a high arousal level and is starting to display behaviours of concern. Again, no single approach will work for all children all of the time, so we ask staff to be familiar with an individual learner, in order that they understand the best ways to support in a heightened situation.

- At Gretton, we understand that, if a child is presenting a risk to themselves or others or causing serious damage to property, physical interventions - *those that are reasonable, necessary, proportionate, and in the best interest of that child* - may be required. In ALL cases, this should be carried out:
  - with the **minimum** amount of force
  - for the **minimum** amount of time
  - **always** in line with approved training methods.

Note: This is particularly the case where we know a child may struggle with physical contact of any kind.

In the case of causing serious damage to property, any physical intervention should be *only* for the purpose of separating the property and the child and supporting the child to move to a safer space.

- At Gretton School, we follow the approach, guidance, and ethos of the Sherwood system of Positive Behaviour Support (PBS), which emphasises that the majority of behaviour management should be *proactive*.
- We would always expect to see a range of primary and secondary measures being employed before tertiary measures are even considered as an option. This emphasis on *prevention*, rather than *reaction*, ties in with Gretton School's commitment to the Restraint Reduction Network.
- For the above reason, we would direct staff to make use of breakaways/releases before any kind of Restrictive Interventions are employed.
- It should always be remembered, when working with behaviours of concern, that interventions of *any* nature should be in the best interests of the child; reasonable, proportionate, necessary and as a last resort.
- In any case, where a child is using an item as a weapon, staff should aim to remove other students and themselves where possible and not try to disarm the learner; the decision to engage with police in these instances would be made by a member of SLT or BWT (Behaviour and Welfare Team).
- As in all Positive Behaviour strategies described throughout this policy, we direct staff to be familiar with the IEP/IBPs for individual learners, in order that they are able to respond to individuals in a way that is most likely to be helpful to them.
- For some children, the use of RPIs can be seen as a calming strategy; in these cases, the RPI is viewed as a proactive measure, but they are still only applied in cases where proactivity has been agreed with the parents and the child as a *positive* intervention.
- In either case, where a RPI is used proactively or where it has been deemed necessary as a measure to keep the child and/or others safe, the following should always be remembered:
  - Restrictive Physical Intervention can only be used by a member of staff who is trained in the use of Positive Behaviour Strategies (Sherwood Training) or, if reasonable force is required in an unforeseeable event, to keep a child safe from immediate harm/danger.

- One person should take the lead during the incident/intervention. This can avoid creating confusion over decision-making.
- Any Restrictive Physical Interventions are defensive and protective techniques. They should **never** be used offensively.
- After any physical intervention:
  - a visual check of the child needs to be completed to check for injuries
  - a first-aider should be offered
  - any medical treatment required should be actioned and recorded on the report.
- Any incidents of reasonable force or restrictive physical intervention are recorded on SchoolPod before the end of the working day, even if further detail will need to be added later.
- Parents/carers must be informed on the same day as the incident took place and ideally before the child returns home.
- Incidents should be reviewed, debrief opportunities offered and any appropriate amendments made to the child's Risk Assessment/IEP/IBP following an incident where an RPI has been used.
- It is often helpful to have a further staff member not directly involved to support those managing the incident to take notes - this not only supports accurate recording of the incident, but also allows those involved to focus on the child and those around them.

## 6 SHARED LANGUAGE

Shared language is incredibly important within the school and staff are asked to think carefully about the language they use both toward, and about, children and young people.

We do not use punitive language at school;

- Children are not 'banned' from things; rather, we find a more appropriate time to rearrange the planned activity, when a child is better able to access this.
- Children are not 'punished'; rather, we want to encourage them to talk about what went wrong and how behaviour might have been changed by all involved to bring about a different outcome.
- Sanctions are not administered; rather, we support the child to recognise the natural consequences of their actions and make positive choices.
- We do not withdraw privileges from learners; rather, we look at how to use interests and reward points positively as an incentive, rather than the removal of these as a punishment.
- Incidents are described in neutral and blame-free language; examples to use include:
  - 'the child became emotionally dysregulated', not 'the child was behaving badly'
  - 'there was a conflict', not 'they were out of control'
  - 'the primary and secondary strategies we have tried so far were unsuccessful', not 'nothing's working'
- Children are not isolated from others; rather, we try to identify the sources of conflict and put measures in place to reduce heightened behaviours and restore relationships.



- We recognise that this process can take considerable time, as repairing relationships and building trust take time.
- Staff, students and parents alike are asked to commit to this process for all learners in the class, as it is being with others that leads to the ability to:
  - manage and repair conflict
  - make compromises
  - accommodate the needs of others
  - ultimately manage their own tolerance and ability to be around others with different needs and interests.
- We consider all of the above as essential life skills and it is the learning of these things that can sometimes be the focus for children at first, whilst we introduce and slowly increase academic demands.
- Our response to conflict is to think carefully about restoration and we use the principles of restorative justice whenever supporting learners. We ask that all those participating in the restorative process do so with the following core values:
  - A desire to address and repair harm
  - A willingness to participate voluntarily
  - A fair and unbiased attitude
  - A commitment to creating a safe environment throughout the process
  - A commitment to ensuring the process is accessible for all
  - A willingness to ensure respect and dignity for all

## 7 SANCTIONS

It is not Gretton's practice to administer punitive sanctions; strong evidence-based research into both Autism and childhood developmental trauma identifies that reflective and restorative practices are more likely to bring about lasting change to behaviours than extrinsic sanctions. These practices also support the child in the long-term to develop and implement strategies for managing their own behaviours in more positive ways.

- If a child has missed work due to dysregulated behaviours, they will be supported to complete this work later. This represents our day-to-day approach with learners as we will always look for more regulated times to introduce tasks and support a learner to achieve academically.
- If a child has had a disagreement with a peer, they will be supported to have restorative conversations which support them to understand one another's perspectives; this is not only important in bringing about reparation between peers, but will teach the children strategies for conflict management in the future.
- If a child has broken something in school, it may be a good learning opportunity for them to relinquish some of their reward points to contribute towards a repair or replacement object or they may be encouraged to apologise for the breakage.

- If a child is reluctant to follow staff instructions, they may be given an opportunity to do the task in a different way, in a different order, with staff support, or later in the day, in order that staff can celebrate achievements with the child. It is good practice to praise a child when they even make an *attempt* at the work, as we recognise that starting a task can often be the hardest part.
- If a child is showing unsafe behaviours, it may be necessary to postpone a trip or planned event to a later date; again, the removal of this event is not punitive and the anticipation of a renewed opportunity can often be used positively to support the child to make good choices.
  - It is the school's policy that children will be included in any educational or planned activity outside of school if they are safe and able to do so.
- Reflective 'learning conversations' should, therefore, take place after every incident where a child has shown behaviours of concern and should be handled by familiar members of staff who can approach these conversations supportively, and at a time when a child is most receptive.
- Learning conversations intend to:
  - promote appropriate behaviour
  - help children recognise the impact of their behaviour on themselves, other children, the adults caring for them and the wider community
  - help children accept responsibility for their actions
  - support a child to undertake reparative and restorative action
  - provide a space for thinking, feeling and making things better
- It may, on occasion, be necessary to ask parents to meet with staff to talk about the best ways forward with the learners; it is our experience that when parents and school work together, agreeing on the best ways to support a child, this is likely to be the most effective way to bring about positive change.

Although Gretton School's Positive Relationships Policy lays out clearly the school's ethos, response to learners and the primary, secondary and tertiary measures to support the development of a child's behaviour, it is important to make clear that the following sanctions will **not** be used within school and could lead to disciplinary action for the member(s) of staff involved:

- any form of corporal punishment;
- any punishment involving the consumption or deprivation of food or drink;
- the use or withholding of medication, or medical or dental treatment;
- any intimate physical examination;
- withholding any aids or equipment needed by a disabled child;
- any measure involving punishing a group of children for the behaviour of an individual child;
- denying access to the toilet;
- threats or verbal abuse intended to humiliate, shame or degrade a child, his/her family or other important people;
- removal of curriculum entitlement for any reason other than health & safety;
- removal of rewards that have already been earned;

- enforced seclusion, where a child is forced to spend time alone as a consequence. Any separation from the child's group would be in the company or close proximity to an adult. We do understand that sometimes children choose to be alone and this is noted on their IEP/IBP accordingly;
- any sanction that could subject a child to inhuman or degrading treatment or punishment.

In certain rare cases, it may be required to keep a child in a room to remove them from others or reduce their own risk of harm, but this would always be with a member of staff and in the best interests of the individual(s) involved. In line with mandatory reporting, this would be recorded as a restrictive physical intervention in the usual way with parents informed accordingly. Locking of external doors in order to provide safety for the children and prevent unauthorised persons from accessing the building is permitted.

## 8 EXCLUSIONS

Any form of exclusion, either fixed-term or permanent, should only be used rarely and in *exceptional* circumstances. The decision to exclude can only be made by the Headteacher (DfE guidance, 2017) or Executive Principal. Whilst a one-off episode or incident of behaviour may sometimes be positively managed with a fixed period out of school, it would be our usual practice to consider whether Primary, Secondary and Tertiary Strategies had been fully explored. However, it is also important to remember that:

- Individual needs, risks and context will always be considered when contemplating an exclusion of any sort.
- Fixed-term (temporary) exclusions of between 1 and 5 days may be considered when the child and/or the school feels that some time might be necessary in order to re-think approaches or make changes to provision and where a break from school, coupled with a reintegration meeting with the student and parents, could be a really effective way to restart provision in a more positive way for the learner and their staff.
- Fixed-term exclusions may also need to be considered in serious circumstances to allow the school to reflect with parents, carers, social workers and/or other professionals on the cause of the incident or behaviours and to plan for a more successful reintegration.
- Such serious circumstances might include the following, which is not an exhaustive list:
  - single or repeated violence or assault
  - child on child abuse
  - activities involving illegal drugs, smoking (or smoking paraphernalia) or alcohol
  - carrying of an offensive weapon
- Unfortunately, permanent exclusions may be a necessity in more extreme circumstances where, for example, the safety or wellbeing of others at school has been significantly compromised. Such extreme circumstances might include the following, which again is not an exhaustive list:
  - Use of weapons or weaponry within school towards another

- Selling of drugs or drug paraphernalia
- Premeditated actions to hurt or harm another
- Continued and repeated disruptive behaviour and unwillingness to engage with support or learning
- Repeated, long-term targeting of another or others/child on child abuse
- Single or repeated serious violence or assault
- The school will consult the DfE 2017 statutory guidance on exclusion.
- The school is obliged to consider whether to inform the police where a criminal offence has potentially taken place, but the decision to exclude would not need to be postponed on this basis.
- The school will also ensure that they have taken a clear account of events on which to base their decision.
- It may be necessary for the school to engage with other professionals in relation to the decision to exclude, but the decision to exclude ultimately rests with the Headteacher or Executive Principal. A decision to exclude can be made whilst further investigation or engagement with professionals for additional support is underway.
- Whenever a fixed-term or permanent exclusion is issued, parents/carers and the placing Local Authority, including the social worker of any looked-after children, will be notified by phone and letter. Parents/carers will also be advised of their right to appeal and the process that will be followed should they choose to exercise this right.
- During the period of exclusion, the school will provide work for the child to complete at home and will maintain positive contact; we request that parents support with this, where practicable.
- It is usual practice for the learner who is returning to school after a period of fixed-term exclusion to have a meeting with a member of the School Leadership Team in order to support a successful and positive reintegration to the school.

## 9 MONITORING RESTRICTIVE PHYSICAL INTERVENTION

All incidents using Restrictive Physical Intervention and/or releases are mandatorily reported within 24 hours of the incident. In addition, the number of incidents with details, where requested, are reported weekly to the SLT and at least termly to the Cavendish Governance Team.

Records should:

- be submitted before the end of the working day, even if further details need to be added later.
- use the systems and structure identified in our policies, through SchoolPod.
- be factual and objective, using clear and unambiguous language.
- be dated accurately.
- inform a learner's Individual Education Plan/Individual Behaviour Plan (IEP/IBP) and risk assessment, where any amendments are recommended.

Remember:

- After any physical intervention, a visual check of the child needs to be completed to check for injuries and ensure any medical treatment that is required is actioned; this check, with any outcome, must be recorded on the report;
- Any injury noted should be recorded on an accompanying accident form.
- The child should always be offered first aid after any incident and, where appropriate, the staff member will document any marks, injuries, etc. using a body map.
- Debriefs will be held after any restrictive physical intervention or incident involving a release. These can be facilitated by any members of the SLT, BWT or by anyone who has completed the 3-day Positive Behaviour Support (PBS) training. The actions/points of discussion must be recorded before the incident is closed on SchoolPod.
- In all incidents, where a restrictive physical intervention is used, the child should be given the opportunity to go through the incident with a staff member. This needs to take place within 5 days of the incident. It is this learning conversation which forms one of the most important aspects of the restorative/reflective process at Gretton and must take place to give the child a sense of closure, reflection and repair.
- A key part of going through the incident with the child is about listening to and capturing the child's experience of the incident, particularly of the restrictive physical intervention, and involving them in thinking about strategies that may help them in the future.

## 10 ROLE OF STAFF

- To be familiar with this policy.
- To ensure that behaviour management in the school is an active process that anticipates the children's needs and meets these where possible **before** behaviours escalate.
- To use their knowledge of the child to contribute to keeping IEP/IBP and any additional behaviour support plans up to date.
- To ensure that any measure of restrictive physical intervention is used with thought and care in the best interest of the child(ren).
- To reflect on their own practice and to be a critical friend to colleagues.
- To contribute to developing best practice, including being open to evaluating, reviewing and improving their own practice on an on-going basis.
- To ensure they have completed the full Positive Behaviour Support training with annual updates.

## 11 ROLE OF THE LEADERSHIP TEAM

The Leadership Team has a responsibility to know and understand what is happening in the school in terms of behaviour, including:

- the nature and frequency of incidents
- the way in which individual children are supported

- how groups are working together
- what interventions, approaches, therapies and relationships are in place to support and develop positive behaviour both across the school and for individual learners
- how well staff are trained on the relational approach and are adhering to the principles of this approach for learners.

This involves:

- ensuring that there is sufficient oversight monitoring, and accountability of behaviour across the school
- monitoring and improving the systems to record behaviour within school
- monitoring the progress of individual learners and groups over time, to inform the priority areas where the Multidisciplinary Team, Psychologists and Behaviour and Welfare Team are allocated for the most impact
- monitoring the reflective practice/learning conversations within school
- ensuring that there are sufficient opportunities for training in planned INSET days so that all staff receive the full Positive Behaviour Support training with annual updates as necessary.

Responsibility for monitoring:

- The Behaviour and Welfare Team hold oversight of the Risk Assessments and IEP/IBPs for each child and directly monitor the recording of incidents and the legal aspects of recording and signing these incident logs.
- These logs and the logs of the subsequent reflective conversations are also monitored by the School Leadership Team and Extended Leadership Team within school, in order to support the staff around the children, provide additional training where required, allocate the Multidisciplinary colleagues to support and ensure that IEP/IBPs are amended to reflect the learners' needs accurately.
- The Headteacher and Deputy Headteacher monitor recording systems and maintain the systems used to ensure practice and recording is of the highest standard. This is monitored on a regular basis.
- Key Stage Leads set the tone for the proactive systems and expectations of staff which are appropriate for the children in their Key Stages.

## 12 ROLE OF THE CAVENDISH EXECUTIVE TEAM

The Cavendish Executive Team remains focussed on the effectiveness of the school in working safely with and supporting the reduction of behaviours of concern. The Governor with lead responsibility for Safeguarding has particular oversight of the intent, impact, and implementation of this policy on young people.

### 13 ROLE OF PUPILS

It is intended that, through participation in restorative conversations, as well as through the reflective process, children should come to understand their own behaviours and develop their own capacity for verbalising feelings and self-regulating. This should lead to a reduction in behaviours of concern over time, to be replaced with more effective strategies for managing heightened emotions.

### 14 ROLE OF PARENTS / CARERS

We know children make the most progress when the school is working well with the parents/carers. This means good, clear communication between home and school with the parents/carers understanding the ways in which we are working with behaviour. This policy should be shared openly with parent/carers, who should also support the school to be familiar with the individual needs of their child in terms of the likes, dislikes, cues and triggers for their child's behaviour, as well as how the school should respond for the most positive management of these behaviours.

We also ask that all parents understand the context of the school and support us when another child in their child's class is struggling and displaying behaviours of concern. Whilst the impact on your own child is fully recognised, and it can be a very unsettling time, the school will do what we can to regulate the child in question and reduce the impact of their behaviours. At Gretton, we believe that everyone should get the chance to be understood and get the right support; eventually, when they feel safer and understood, they will be able to self-regulate and make continued progress.

### 15 LINKS AND FURTHER INFORMATION:

<https://www.sherwoodtraining.co.uk/> This is our Positive Behaviour Support provider

The following books may also be helpful:

- *"Beyond Behaviour"* by Dr M Delahooke
- *"The Reflective Journey"* by Professor Andrew McDonnell
- *"Know Me To Teach Me: Differentiated discipline for those recovering from Adverse Childhood Experiences"* by Louise Michelle Bomber
- *"Understanding Pathological Demand Avoidance Syndrome in Children: A Guide for Parents, Teachers and Other Professionals"* by Ruth Fidler and Zara Healy Phil Christie, Margaret Duncan
- *"The trauma and attachment aware classroom"* by R Brookes
- *"Restoring Sanctuary"* by Bloom and Farragher