



**Stony Dean School**

*Working to Inspire*

# Stony Dean School

## Positive Behavior Policy

**Date Set: May 2021**

**Date Reviewed: September 2023**



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## At Stony Dean we believe that:

- **Pupils want to behave well** - We believe that our pupils are happy when they behave well and when that behaviour is recognized by adults and their peers.
- **Pupils can learn to improve their behaviour** - Our pupils find learning difficult. Learning new behaviour is a task, just like learning to read or write.
- **Mistakes are part of the learning process** - We understand poor behaviour as a mistake which can be rectified. We don't make a judgement about it – instead we support our pupils to get it right. Practice improves performance.
- **All adults can learn strategies to support pupils to improve their behaviour** – Developing an understanding of why children behave as they do, a positive attitude to the child and his/her behaviour and effective strategies for managing that behaviour is a core requirement of the job. It requires a real commitment to ongoing professional development. As for the child, constant practice improves performance.

## We adults can support our pupils by:

- **The quality of our relationships with each other and them** – our Staff code of Conduct gives a framework to help us provide good models of behaviour at all times for our pupils, many of whom may experience less helpful relationship models in life outside of school. These relationships are crucial. Each adult is a significant adult for our pupils. To foster successful, enabling relationships we need to:
  - Actively build trust and rapport it has to earn; they're not given
  - Demonstrate belief in the pupil that s/he **can** succeed. Let the pupil know this
  - Treat the pupil with dignity and respect at all times e.g. by saying 'thank you'; by listening carefully
  - Enjoy his/her company – have fun together, where and when appropriate
  - Hear the message behind the word/behaviour; ask yourself **why** the pupil is behaving in this way – there will always be a reason; the behaviour is a symptom
  - See things through e.g. if pupils have to make up time, the teacher concerned must help them to do this during morning break/lunch time/after school
  - Keep our word – do whatever we say we will do
  - Look for the good in the pupil – identify it with the child and build on it.
  - Apologise if you make a mistake – you are modelling this for the pupil and you will earn respect
  - Name and manage your own emotional reactions to pupils' behaviour i.e. demonstrate emotionally intelligent behaviour at all times
  - Let go of your memory/feelings of a pupil's previous bad behaviour its unhelpful history. Focus instead on getting it right in the future
  - Quietly but firmly hold appropriate boundaries for the pupils. Never let pupils do whatever they want, when this would infringe the rights or comfort of others.



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**The quality of our teaching** - If we are able to meet each child at his/her point of learning, in most cases poor behaviour is likely to decrease/disappear.

To do this we need to:

- Accurately assess the pupils' learning e.g. learning ability, learning style and level of achievement in order to move them on
- Plan to meet the pupils' range of needs e.g. equipment, seating, groupings, use of LSA's
- Know what the pupils **believe** they can do i.e. self-esteem, self-image and adjust expectations accordingly
- Know what motivates each pupil and use it to help him/her achieve
- Carefully plan lessons to ensure that we meet each pupil at his/her point of learning i.e. the work should be not too easy, nor too hard and we should plan for success
- Include the pupils in the target setting and evaluation process, using appropriate language (self-assessment)
- Give the pupils feedback on progress in a supportive way, focusing particularly on their achievements and what they need to do to make further progress
- Praise the pupils for their specific achievements i.e. descriptive praise and earning PEBLE/ICE points through our positive behaviour management software 'Epraise'.
- Actively teach the pupil's positive learning behaviours, so that they know what to do to ensure successful lessons e.g. enter the room quietly, listen to the adults, think before you answer, choose who to sit with etc.

## **Rights:**

- **All our pupils have a right to:**
  - learn, and to make demonstrable progress
  - feel physically and emotionally safe at all times
  - be treated with respect and dignity at all times
  - express their feelings in an appropriate way (emotional intelligence)
- **All our staff have a right to:**
  - teach without undue disruption
  - learn how to improve their practice
  - feel physically and emotionally safe at all times
  - be treated with dignity and respect at all times
  - express their feelings in an appropriate way (emotional intelligence)
  - the power to use reasonable force if necessary (see positive handling policy)



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## **Responsibilities:**

- Are linked to rights, and this should be made explicit to our pupils
- Everyone at Stony Dean School is responsible for their own behaviour and need to take responsibility for their actions. Nobody makes us behave badly. We choose how to respond.

**Rules** support positive behaviour. They should be:

- Agreed with pupils through the School Voice
- Written in a language the pupils can understand (including visual cues)
- Stated in the positive
- Regularly referred to by all staff with pupils
- Regularly reviewed with the pupils during Circle Time/tutor time
- Appropriate to the activity/place/age range

**Routines** support our pupils by fixing desired behaviours in their minds. They must be explicitly taught – don't assume they know them.

They will need to be taught routines for **all** activities, including:

- The start/end of the day
- Moving from classroom to elsewhere e.g. dining hall, playtime
- Entering/leaving the classroom
- Answering the register
- Leaving the Hall after Assembly/PE lunch etc
- Greeting visitors

The more consistency there is over routines, the easier it is for our pupils to learn them.

**The language of choice** – This is part of helping our pupils to take responsibility for their behaviour. We actively encourage them to choose the right thing to do, by explaining the consequences of their choices, both good and bad. We use specific descriptive praise when we see them making a good choice.

We link consequences to the choices they make, to help them make the best choice. This language:

- Increases pupils' sense of responsibility
- Regards mistakes as part of learning
- Removes the struggle for power
- Is positive
- Overtly links responsibility, choice and consequence
- Helps them to take responsibility
- Helps them to manage their own behaviour
- Increases their independence



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## **The Reward System:**

The purpose of a whole school approach to rewards is to develop an understanding of appropriate behaviour and also to enhance pupils' self-esteem. The school has a system of rewards which focus on this positive reinforcement of acceptable behaviour. This includes descriptive praise, smiles and non-verbal acknowledgement and 'good work' celebration.

In addition to immediate recognition of good behaviour via the reward points system for each lesson (**PEBLES**), many of the longer term rewards will be negotiated with the individual pupil and will relate to progress towards their own targets. This system of achievable goals combined with joint monitoring encourages self-discipline.

Pupils in KS4 and KS5 have their own positive behaviour reward system (**ICE**) points. The Stony Dean School student council implemented these changes after discussions with their tutor groups.

Stony Dean School has implemented and installed a new up-to-date system for award these points (E-Praise), which allows parents, pupils and teachers to look at earned points and an online shop. Accolades and points can also be awarded for jobs and actions outside of the classroom.

## **The Sanctions System:**

This is based on the principle that it is the behaviour which is unacceptable and not the pupil themselves.

The use of inappropriate language, bullying, harassment (racial, sexual or other), vandalism, rudeness, sexual misconduct/sexually inappropriate behaviour and violence will always be unacceptable at Stony Dean School and will always be dealt with seriously. This policy also covers these behaviours that affect any member of the school community in or out of school time/on or off of school property or online/social media and the policy can be used accordingly. The aim of this policy is to emphasise each individual's right to a quiet and calm environment conducive to purposeful teaching and learning and to clarify everyone's responsibilities towards others in maintaining this by showing respect.

The following hierarchy of responses will be applied as appropriate:

- Disapproval using non-verbal or verbal cues
- Acknowledgement e.g. 'how can I help'
- Ignoring (e.g. I'll come back to you when...)
- Reminding and re-stating the rules
- Redirecting behaviour, refocusing attention
- Giving choices
- Time out using the school's the hub system
- Repetition of task if necessary
- Working in an alternative area
- Loss of privilege
- Loss of free time



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- Parental involvement
- Internal exclusion
- Involvement of outside agencies
- Exclusion, either fixed term or permanent (please refer to the following Government Statutory Guidance for more information: “Exclusion from maintained schools, academies and pupil referral units in England Statutory guidance for those with legal responsibilities in relation to exclusion September 2017”)

The principle of using the least intrusive approach will always achieve the best long-term outcome and will be most supportive of both the pupil and relationships with staff members. Pupils are helped to develop social awareness through the certainty and consistency of consequences to their actions. They are always offered a way out of a situation and the means of “putting it right”.

### Consequences

It is important for our pupils to clearly link a specific behaviour with its consequence.

E.g.

Behaviour	Consequence
Pupil disrupts lesson	Pupil leaves lesson and makes up time from their own time Pupil apologizes to the group, for their specific actions
Pupil arrives late for lesson	Teacher requires pupil to make up this time from their own time e.g. break or lunchtime

**Reparation** means repairing relationships, or ‘putting things right’ in some way. We believe that pupils should always be given the opportunity to repair, and that they want to do this. We enable pupils and staff to do this using the principles of Restorative Justice

### Descriptive Praise

If we tell people what it is exactly that we like about what they are doing, we are reinforcing the behaviours we want to promote e.g.

- ‘I liked the way you lined up quietly’
- ‘I noticed how kindly you supported \_\_\_. Thank you’
- ‘Thank you for returning to class so promptly’ etc

This gives positive feedback and personal recognition, raises self-esteem and leads to improved behaviour.



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## **Roles and Responsibilities:**

### **General**

We all have a responsibility to:

- Read this policy
- Understand it
- Ensure that our practice is in line with it
- Be proactive in implementing it
- Continually seek to further improve our behaviour management skills

### **Staff working with pupils:**

- Quality teaching and learning in the classroom – ensuring appropriate differentiation
- Classroom climate – ensure that pupils feel emotionally and physically safe
- Planning for use of LSA's ,and other resources, to support learning and behaviour
- Ensure we report all incidents in line with the school procedures
- Develop and maintain a positive classroom climate
- Help pupils to manage their behaviour positively in the whole school environment

### **Positive Behaviour Group (SLT, Head of Year, The Hub Manager)**

- Advise and support other staff on effective behaviour strategies, including individual behaviour/intervention plans for particular pupils
- Keep succinct, detailed records of incidents/improvements to monitor progress and to establish patterns
- Develop positive relationships with parents to support pupil behaviour
- To support teachers and teaching assistants to manage behaviour effectively
- Through continuing professional development – **not** by doing it for staff
- To support pupils with understanding the school's approach to behaviour management
- to support parents with understanding the school's approach to behaviour management, and with behaviour management techniques

### **Pupils** – as individuals, members of teams, members of the school community

- To understand the school's approach to behaviour management
- To improve their own behaviour, in line with our policy, so that they consistently show emotionally intelligent behaviour
- To support their peers to improve their behaviour, in line with our policy



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## **Parents**

- To support the school's approach to behaviour management, in line with this policy

## **Governors**

- To approve the school's policy
- To support the school with its implementation
- To hear the case for fixed term/permanent exclusions, and to decide on the appropriate course of action

## **Bullying:**

Bullying is unacceptable behaviour. It happens in all schools and many young people are regrettably involved at some time. It is not just physical violence but involves many sorts of behaviour including intimidation, teasing, name-calling and isolation of another, usually carried out over a period of time. Bullying should never be ignored.

The staff and governors of Stony Dean School aim to create an environment in which everyone feels safe and where the condemnation of bullying is an integral part of the school ethos. Sanctions will be applied as appropriate and those involved will all be supported in resolving the situation.

The school is committed to reducing bullying through a range of preventative approaches:

- In L4L, tutor group time and School Council (Student Voice) discussions
- The use of the "circle of friends" approach to class members experiencing difficulty either as a bully or victim
- Restorative Justice approach to solutions
- Group work and role play across the curriculum promoting awareness and valuing of difference
- Counselling in order to promote a sense of self-worth
- Consistent reinforcement of the need to both build and maintain positive relationships
- Raising awareness through events such as Anti-bullying week.

(ref: Anti Bullying Policy)

## **Substance Use and Misuse:**

This school, like others has a key role in supporting young people in the choices they must make as they grow up and many of them will encounter substance misuse either directly or indirectly at some time.

Drug, alcohol and smoking Education is provided as part of the L4L programme and aims to inform pupils of the health and legal issues associated within this difficult area. It also aims to empower them to withstand peer pressure to participate in activities they know to be harmful.

Any instances of substance misuse on the school premises will be treated seriously and may lead to permanent exclusion.





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## **Smoking: The school is a no-smoking site.**

The school approach to pupils who smoke is:

- Educate pupils about the consequences of smoking
- To involve parents and health professionals to assist pupils who have become dependent
- Discourage smoking through the application of sanctions for breaking a school rule

## **Power to search pupils without consent**

In addition to the general power to use reasonable force SLT and authorised staff can use such force as is reasonable given the circumstances to conduct a search for the following “prohibited items”:

- Knives and weapons
- Alcohol
- Illegal drugs
- Stolen items
- Cigarettes, Tobacco and cigarette papers
- Fireworks
- Pornographic images
- Any article that has been or is likely to be used to commit an offence, cause personal injury or damage to property.

Force **cannot** be used to search for items banned under the school rules.

**Racial Harassment and Racial Incidents:** This school has been complimented on the infrequency of such incidents and the way in which cultural, religious and ethnic differences are celebrated. It is our intention to maintain an environment in which everyone has equal opportunities to fulfil their potential and to feel pride in their identity. To support this, racial incidents or racial harassment will always be treated seriously. Appropriate sanctions will be applied and all incidents will be logged in the pupil’s file and also in the Racial Incidents Book which is regularly inspected by the governors.

The school aims:

- To address issues of racism and equality through the curriculum
- To provide positive images and role models in resources and displays which reflect the experiences and backgrounds of all our pupils



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- To encourage co-operative and collaborative approaches to learning
- To build positive links with families and to use support agencies
- To use counselling with individuals or groups to explore issues of racism and prejudice

**Inappropriate Language:** Pupils' attention will always be drawn to the inappropriate use of language, even when used in passing. This is part of the school's role in preparing its pupils for adult life and is intrinsic to their ability to respond in a socially acceptable way to a range of situations.

**Vandalism:** Any damage to property has an effect on the whole school community. It reduces the quality of our environment and has financial repercussions because repairs and maintenance are costly. It is the governors' policy to seek compensation for deliberate acts of vandalism.

### **Physical Contact:**

There are occasions when physical contact is necessary and helpful. Examples of these are:

- To greet or to celebrate
- To provide comfort or to ease distress
- To support in gymnastics
- To demonstrate the use of tools or methods of making something
- To draw attention to something

Certain pupils, however, will not be comfortable with physical contact so awareness and sensitivity are vital at all times.

It may, on very rare occasions, be necessary for staff to exercise their duty of care where a pupil is endangering themselves or others by their actions. This intervention will always follow the guidance from the positive handling policy.

### **COVID 19 Related Incidents:**

Deliberately coughing and spitting at others in any circumstances is strictly prohibited. It is potentially a criminal offence to threaten others with infection by coronavirus, for example by coughing or spitting in their direction. Such behaviour will not be tolerated and in addition to sanctions being applied by the School, may also result in the pupil being reported to the police.

Students who are known to spit have been highlighted and relevant guidance put in place to best support staff. Staff will be required to wear face shields when teaching these pupils as a precaution. Key workers/Heads of Year/SLT will be called to deal with such incidents.

Reasonable adjustments will be put in place for pupils with more challenging behaviour and complex needs. See individual pupil plans / risk assessments where relevant. This will be on a case by case basis.



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## **Appeals Procedures:**

The school will contact parents and carers regarding any serious incident in school and would also wish to respond immediately to any concern raised by a pupil, parent or member of staff. Our experience shows that this prompt action usually prevents misunderstandings but senior staff or the Chair of Governors are available if further discussion and intervention are needed.

The Pupil Discipline Committee of the Governing Body meets regularly to consider any exclusion and parents have the opportunity to appeal against any exclusion with which they do not agree.

## **Monitoring:**

- We need consistent behaviour management throughout the school, appropriately adapted to the age/ability of the pupil
- LMT, curriculum leaders will observe and feedback to staff on observed good practice and areas for development

## **Continuing Professional Development (CPD) –** In order to further improve practice, staff can:

- Apply to go on individual courses out of school, as part of their individual Continuing Professional Development identified in their Performance Management meetings
- Ask for in-house individual development opportunities e.g. By observation and learning dialogues with staff, with identified best practice
- Attend whole school training sessions on behaviour management

In conclusion, if each person in the school is effectively implementing this Policy, we will have a simple yet sophisticated technique for contributing to our pupils learning.

Furthermore, it will reduce stress levels on both staff and pupils and contribute to continuing to make it a privilege to work at Stony Dean.

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