



Thurlstone Primary School

Behaviour Policy

Thurlstone Primary School is committed to creating an environment where exemplary behaviour is at the heart of productive learning. Everyone is expected to maintain the highest standards of personal conduct, to accept responsibility for their behaviour and encourage others to do the same.

Our behaviour management approach stems from the teachings of Paul Dix (teacher, leader and teacher trainer), whose consistent and kind approach to managing children's behaviour reflects the ethos and belief of Thurlstone Primary School. Many of our staff are Thrive trained and as a result the Thrive Approach underpins our whole school ethos. It is an approach which is based on a deep understanding of how life experiences and vulnerabilities can impact the choices we make and our reactions to stress. We are passionate about ensuring that all children are treated with compassion, understanding and fairness, and guided and supported by empathetic adults who model and teach children how to make positive choices.

'Why crush behaviours with punishment when you can grow them with love? Visible consistency with visible kindness allows exceptional behaviour to flourish'. Paul Dix - When the Adult Change, Everything Changes.
independentthinkingpress.com

'The Thrive Approach is a dynamic, developmental and trauma-sensitive approach to meeting the emotional and social needs of children. It is through this that we aim to achieve our vision of a world in which children's social and emotional needs are better understood and met'. <https://www.thriveapproach.com/>

At Thurlstone Primary School we have three simple rules to adhere to: **'Be Ready, Respectful and Safe.'**

READY	We are READY to listen, READY to learn. We are READY for new challenges. We show each other how we are READY every day.
RESPECTFUL	We are RESPECTFUL to everyone we meet in school. We use kind words and welcome everyone. We listen to other's opinions and share ours in a safe way. We respect our school, nature and our environment.
SAFE	We are SAFE and keep each other SAFE . We have kind hands, feet and words. We think about where we are and make SAFE choices with our actions.

At Thurlstone Primary School we aim to:

- ❁ Provide a safe, supportive and caring environment where optimum learning takes place
- ❁ Provide clear guidance for children, staff and parents about expected levels of behaviour
- ❁ Use a consistent, clear and calm approach
- ❁ Ensure all adults take responsibility for managing behaviour and follow-up incidents personally
- ❁ Ensure all adults use consistent language to promote positive behaviour
- ❁ Use restorative approaches instead of punishments.

Purpose of the behaviour policy

To provide simple, practical procedures for staff and children that:

- ✿ Make it clear that there's no such thing as a bad child
- ✿ Encourage children to recognise that they can and should make 'good' choices
- ✿ Recognise individual behavioural norms and respond appropriately
- ✿ Promote self-esteem, self-discipline, empathy, compassion and tolerance.
- ✿ Teach appropriate behaviour through positive intervention.

The Head teacher and The Senior Leadership Team will:

- ✿ Be a visible and positive presence around the school
- ✿ Model and encourage use of positive praise, phone calls/texts/notes home and certificates/stickers
- ✿ Ensure staff training needs are identified and met
- ✿ Use behaviour tracking records to target and assess interventions
- ✿ Support teachers in managing children with more complex or challenging behaviours

Members of staff who manage behaviour will:

- ✿ Know their children well and develop positive relationships with all children across school
- ✿ Deliberately and persistently catch children doing the right thing and praise them in front of others
- ✿ Relentlessly work to build mutual respect
- ✿ Remain calm and keep their emotions for when it is most appreciated by children
- ✿ Demonstrate unconditional care and compassion
- ✿ Praise children in public, but deal with behaviour concerns in private.

Our children want adults to:

- ✿ Have a sense of humour
- ✿ Make us feel safe and secure
- ✿ Be kind and caring
- ✿ Be fair and listen
- ✿ Communicate the school rules clearly
- ✿ Help us remember our good points
- ✿ Teach us to and help us to make better choices

All adults at Thurlstone Primary model respectful behaviour. Leaders record and monitor incidents of poor behaviour. The school leadership team are highly visible, with leaders routinely engaging with children, parents and staff on setting and maintaining the behaviour culture where everyone feels safe and supported.

Ongoing engagement with experts, such as Educational Psychologists and other support staff such as Mental Health Support Teams like Compass Be, help us to inform effective implementation, and design of behaviour strategies for specific children – making links between whole school approaches to mental health and wellbeing as set out in the Mental health and behaviour in schools' guidance.

Roles of parents & carers

At Thurlstone Primary, we know that the role of parents and carers is crucial in helping us to develop and maintain good behaviour. Parents have an important role in supporting the school's behaviour policy and are asked to encourage and reinforce the policy at home as appropriate.

Where a parent has a concern about management of behaviour, they are encouraged to raise this directly with the school while continuing to work in partnership with us. We aim to reinforce the whole-school approach by building and maintaining positive relationships with parents, for example, by keeping parents updated about their children's behaviour and encouraging parents to celebrate children's successes.

Where appropriate, parents will be included in any pastoral work following misbehaviour, including attending reviews of specific behaviour interventions in place.

OUR SCHOOL RULES	VISIBLE DAILY CONSISTENCES
BE READY	1. Daily meet and greet
BE RESPECTFUL	2. Persistently catching children doing the right thing and praising them publicly
BE SAFE	3. Consistently praise children who go above and beyond
	4. Consistently noticing and dealing with children who are failing to meet behaviour expectations
	5. Consistent use of language which builds trust and a feeling of security for children

Rewards and positive reinforcement:

Acknowledging positive pupil behaviour forms the heart of our policy, celebrating pupil achievements both within their learning but also their day to day interactions within our school community.

- Rewarding positive behaviour with class and headteacher 'pompoms'
- Class rewards for Pompom Jar winners
- Sharing good news with other staff e.g. a visit to the headteacher or other members of staff who are important to the child
- Speaking to parents and carers about a child's positive behaviour
- Celebrating achievements in Special Mentions Assembly
- Celebrating our successes with the wider community through social media
- Organising focused weeks such as anti-bullying week, mental health awareness week and keeping safe week to further promote agendas around personal safety, respect, responsibility and resilience

Sanctions:

Sanctions should:

- ✿ Make it clear that unacceptable behaviour affects others and is taken seriously
- ✿ Not apply to a whole group for the activities of individuals.
- ✿ Be consistently applied by all staff to help to ensure that children and staff feel supported and secure
- ✿ Be recorded on CPOMS

Where behaviour is not in keeping with our rules, all staff will encourage pupils to reflect on this by:

1. Giving rule reminders and how an observed behaviour links to this particular rule
2. A 1:1 restorative conversation will take place during playtime.
3. If the behaviour is repeated, parents will be informed either via a phone call or a face to face conversation. A whole play time will be missed.
4. If a pattern of concerning behaviour or repeated behaviour develops, a meeting will be planned between parents, class teacher and headteacher. An appropriate plan of action will be developed and monitored.
5. Extreme negative behaviour will be referred directly to the headteacher.

The following behaviours will not be tolerated at Thurlstone towards adults or peers:

- Bad language (swearing or any derogatory language)
- Disrespectful behaviours (verbal and non-verbal)
- Aggressive behaviours (verbal and physical)

This list is not exhaustive.

All forms of bullying will not be tolerated and will be dealt with under the school's Anti-bullying policy.

For some pupils with additional needs or other vulnerabilities, who may find it difficult to manage aspects of their behaviour we work collaboratively with parents/carers and other multi agency professionals to seek advice in exploring other supportive mechanisms to promote positive behaviour.

Incidents of poor, disruptive behaviour that require additional intervention from staff are recorded on our CPOMS system in order to inform the ongoing monitoring of behaviour across school. This is also crucial in identifying triggers for behaviour or barriers to engagement.