

# Lea Community Primary School



## Relational Policy



Date of last review: Autumn 2023

Policy holder: Headteacher & Pastoral Lead



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## 1. Rationale

At Lea community Primary School, we recognise that wellbeing and behaviour are inextricably linked. Research into child development, neuroscience and attachment theory all provide us with the understanding of the direct correlation between positive mental health and optimum educational outcomes. When children experience safety in their relationships, they can challenge themselves and are open to new learning. We know that a strong focus on pupil wellbeing increases the likelihood of children achieving their full potential so it is vital that wellbeing is placed at the very heart of our school offer.

We recognise that behaviour is a form of communication, we therefore take responsibility for listening to the needs a child is expressing through their behaviour, whilst setting clear boundaries and expectations. We encourage all stakeholders to recognise both their rights and responsibilities.

We recognise the link between understanding the needs of our pupils and how this contributes to their ability to self-regulate. We use this knowledge to build resilience by managing their behaviour in a positive manner so they can be ready to engage with their learning. It is imperative we understand how as care givers, we can offer the pupils the security and positive relationships needed to meet their individual wellbeing and mental health needs, guiding them along their journey in becoming independent and resilient, life-long learners.

Guided by the **Thrive Approach**, we focus on **relational connection** and **regulation** first. We will do this by putting **relationships at the heart of our approach** by truly **listening** and **responding** to our children's voices, to create and foster a **safe** and **happy** environment where all feel **safe, secure** and **respected**.

- This Relational Policy links to other school policies and documents including:
  - Keeping Children Safe in Education
  - Safeguarding and Child Protection policy
  - Child on child Abuse Policy
  - Anti-bullying policy we have a zero tolerance to bullying (including cyberbullying, prejudice based and discriminatory bullying).
  - Safe Touch Policy
  - Lea Community Primary School Home-School Agreement
- The Relational Policy refers to DfE statutory guidance and documents that should be read alongside this policy. These include:
  - Suspension and Permanent Exclusion from maintained schools, academies and pupil referral units in England, including pupil movement Guidance for maintained schools, academies, and pupil referral units in England September 2022
  - Behaviour in schools Advice for headteachers and school staff September 2023
  - The Education and Inspections Act 2006
  - DfE Dealing with allegations of abuse against teachers and other staff.



At Lea Community Primary school there may be children who have individual plans that support behaviour. These children may have identified needs that are not covered by this policy. In these cases, the children's individual plans could take precedent over this Relational Policy.

## • Aims and Objectives

To build a community which promotes and embeds our ten school values of

- Honesty
  - Courage
  - Kindness
  - Resilience
  - Pride
  - Determination
  - Respect
  - Empathy
  - Tolerance
  - Responsibility
- To provide guidance to staff, parents and carers, governors and other stakeholders on how to support pupils to co-regulate and self-regulate, manage their behaviour and feel safe so they are ready to learn.
  - To provide a holistic, whole-person, inclusive model for our understanding of self-regulation and behavioural needs.
  - To underpin our beliefs with evidence-based practice and current research.

To achieve these aims we will:

- Create and maintain a positive and safe school climate where effective learning can take place and all pupils can grow socially, emotionally and academically, with mutual respect between all members of the school community.
- Create a culture with high expectations for good behaviour supporting life-long learning through a positive and safe school climate. **(See Appendix 1)**
- Provide a safe, nurturing environment, using responsibility, PACE (Playfulness, Acceptance, Curiosity and Empathy) and restorative approaches to foster appropriate behaviour.
- Promote self-awareness, self-control and acceptance of responsibility for our own actions.
- Maintain a consistent, safe, caring and happy school community.



## 2. Managing behaviour relationally: The Thrive Approach

At Lea Community Primary School, we strive to demonstrate a relational approach to supporting social and emotional development and behaviour based on the following principles (**See Appendix 2**):

- We understand behaviour communicates unmet needs and can separate the child/young person from their behaviour. We accurately assess and understand the pupils' needs by referring to their Thrive action plans, Emotional literacy assessments or EHCPs.
- We acknowledge the distinction between shame and guilt and recognise that shame prevents healthy emotional development. We provide empathy as an anti-dote to shame.
- We understand that each developmental stage has a range of typical behaviours which provide opportunities for adults to role-model and explicitly teach appropriate behaviours.
- We provide containment, predictability and routine to build a sense of safety in the emotional and physical environment.
- We encourage the children at Lea Community to become accountable for their actions, own their behaviour and understand the impact they may have on themselves and others, promoting a solution-focused approach to changing future behaviours.
- We keep in mind that we are the adults and that children are still growing, learning and developing. Mistakes are part of the learning process; we recognise that all our pupils are at different stages of the developmental process. We don't make a judgement about it; instead, we support and guide our pupils to make appropriate choices.
- We seek to restore relationships and change behaviours rather than punish the actions a child may have taken. This does not exclude the use of sanctions as consequences, we seek the most appropriate way of supporting children to develop robust self-regulation systems and therefore the skills of self-control, empathy and emotional management.
- By supporting the growth of emotional development and self-regulating skills pupils can learn to improve their behaviour. Learning new behaviour is a task, just like learning to read or write.
- Supporting pupils to effectively communicate is a very important way to promote them to self-regulate, build resilience and behave in a positive manner. All adults can learn strategies to support pupils to improve their behaviour. Most adults have evolved ways of responding to pupils' behaviour based on personal and professional experiences and training and experiential learning. All staff will be given the opportunity to learn, understand and have insight into why our pupils become dysregulated, and reflect on how and why it impacts on their behaviour.
- In recognition of the rupture and repair cycle, all incidents will conclude with a restorative conversation with the member of staff with whom the rupture occurred. This is an important step, as it ensures that the relationships between staff and pupils are maintained and grow stronger.

We establish and maintain positive relationships with parents and carers, these are key to recognising and understanding a child's ever-changing emotional state. Regular conversations take place to ensure we understand the whole picture of a child's 'lived experience'; provision meets this need and effective adult relationships will support a child who may have experienced trauma. All staff are trained in emotion coaching strategies and sensory integration, they understand the impact of early trauma and how this can affect attachment and development.

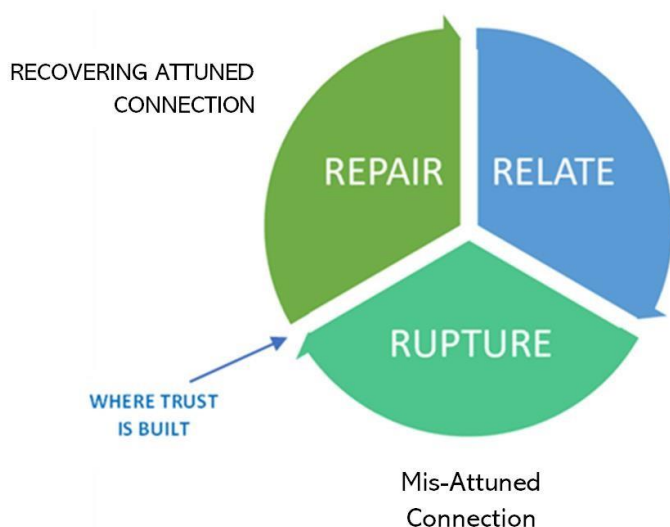


Embodying the Thrive Approach is transformational; it is the **golden thread** that runs through our community school. We understand that every interaction has an impact, that our support to remove barriers '**no matter what**' makes a positive difference.

Lea Community Primary School's Relational Policy is based on the knowledge that **behaviour is a communication of unmet need**.







Attuned  
Connection

The Rupture-Repair Cycle serves as an essential opportunity to create safety and model what it means to be human.

It means experiencing emotional misconnections which feel unsettling and even shaming, and then “repairing” the relationship to a deeper level of trust.

RELATE	RUPTURE	REPAIR
<p>The ‘relate’ phase refers to the times in a relationship when we feel connected and attuned with one another, things are going well, and we are making efforts to maintain this positive and mutually beneficial relationship. In this phase, we are effectively building a bridge of connection between ourselves and the other person. In the relate phase of the cycle, the adult can monitor their own emotional state and can regulate themselves physiologically, relationally and cognitively to be optimally present and accessible for the child. The adult can connect with the child and focus on their needs being met. The adult is present and can contain the child’s emotional experience for them. The connection between the two is reciprocal.</p>	<p>The ‘rupture’ phase refers to misunderstanding or misattunement in relationships. In other words, when we don’t get it right for the other person and the relationship experiences a setback. Ruptures are an inevitable part of any relationship. They become a crucial component in the relationship when the rupture is subsequently repaired because this helps to develop the child’s resilience. When a rupture happens, the child no longer feels safe and their nervous system quickly reacts with survival responses of fight, flight or freeze. These are associated with distressed behaviours. If an adult can stay regulated, they can repair the rupture effectively with compassion.</p>	<p>The ‘repair’ involves correcting the misunderstanding of the rupture by sharing understanding of intentions, feelings, thoughts and actions to come back into relationship. The repair part of the cycle is an essential component of healthy growth, boosting our resilience and helping us to cope with challenges by giving us greater trust that difficulties can be resolved. Awareness of the rupture is key, along with regulation prior to repair. The repair can only happen once the incident has been processed and all parties are calm. The repair takes place by acknowledging the mistake and using VRFs and PACE to reaffirm the attunement. The repair needs to be modelled by an adult. By repairing the relationship, the child’s arousal state can settle, and the attuned relationship can re-establish.</p>
RELATE	RUPTURE	REPAIR



## 3. Three Rules and Consistency:

### Consistency in practice:

Consistency lies in the behaviour of adults and not simply in the application of procedure. A truly sustainable consistent approach does not come in a toolkit of strategies but in the whole school community having an agreed understanding of behaviour in the context of neuroscience. The key is to develop a consistency that ripples through every interaction on behaviour. Where children feel heard and treated as valued individuals, they respect adults and accept their authority. Thrive is not an intervention, but a way of being.

#### How all members of staff behave:

- Positively
- Calmly
- Consistently

#### Our three rules

- Be ready
- Be respectful
- Be safe

#### All staff every day will:

- Promote a positive culture
- Provide early intervention to support children's behaviour (see behaviour step)
- Use VRFs (see Appendix 3)
- Use Three Rs (see appendix 4)
- Use PACE (see appendix 5)
- Use our listening code 'Give me 5'

#### Senior Leaders will:

- Be visible and positive
- Be visible at transition times
- Engage in learning time and wellbeing walks to see positive behaviours, provide support and coach and model expectations
- Drop into classrooms to catch children being positive
- Ensure restorative conversations take place

#### Teachers every day will:

- Greet every child at the classroom door at the start of the day and at the start of the lesson following play and lunchtime
- Be responsible for the consistent awarding of rewards in their classroom .
- Practice VRF's, PACE and Regulate Relate Reason
- Take responsibility for their own learning

#### We recognise positive behaviour through:

- Stickers
- Dojo
- Weekly certificates
- Headteacher Awards
- Class marbles

#### Support Beyond the Classroom: (To be used for change of adult or to support the restorative conversation.)

- Senco
- Pastoral Lead
- Headteacher

#### Senior Leader Alternatives to Suspension and Exclusion

- Use internal inclusion
- Pastoral plan of support
- Parental meetings
- TAF





## All staff every day will:

- Build relationships by using the VRFs, PACE, meet and greet and check ins.
- Refer to **'Ready Respect Safe'** as non-negotiable rules.
- Model positive behaviours and always highlight the behaviour we want to see in positive terms.
- Plan lessons that engage, excite, challenge and meet the needs of all children.
- Promote intrinsic motivation by rewarding the process of learning (behaviours for learning).
- Seek both resolution and learning when dealing with incidents. Follow up every time, retain ownership and engage in restorative dialogue with children to repair the rupture.
- Always remind children about the expectations.
- Use VRF's - Attune, Validate, Contain, Regulate, Relate Reason (**See Appendix 3**)

## 'Give me 5' Listening Code

### When I am asked for my attention I:

- 1.**STOP** what I am doing
- 2.**EMPTY** my hands
- 3.**LOOK** at the teacher
- 4.**LISTEN** to the instructions
- 5.**THINK** and respond

### Senior Leaders will:

- Meet and greet children at the beginning of the day on the gate
- Be a visible presence around the school, especially during transition times
- Celebrate staff, leaders and children whose effort goes above and beyond expectations
- Model PACE and VRFs in their own interactions
- Regularly share good practice
- Support staff in managing children with more complex behaviours
- Regularly review provision for children who fall beyond the range of written policies
- Ensure there is a consistent approach to the management and organisation of learning and teaching
- Ensure that rewards are awarded consistently and fairly
- Ensure that the Relational Policy is consistently followed

When dealing with behaviour referrals, Senior leaders will not work in isolation. Instead, they will stand alongside colleagues to support, guide, model and show a unified consistency to the children. Senior leaders are first to offer support, they lead by example.



## 4. Recognition and rewards for effort

The best form of behaviour intervention acknowledges and enhances the positive.



The use of praise in developing a positive atmosphere in the classroom cannot be underestimated. It is the key to developing positive relationships, including with those children who seem the hardest to reach.

We promote a growth mindset when using praise by rewarding the process of learning through awarding Dojo 'in the moment'. We identify and name the key skills and attributes shown, leading to intrinsic motivation, resilience and life-long learning.

We will reward those children who demonstrate positive behaviours in and around school through

- Verbal Praise and Recognition
- Dojo's
- Prize Boxes
- Marbles
- Headteachers Awards
- Stickers
- Termly awards
- Pride of Lea Tea Parties
- Weekly awards
- Attendasaurus



**Headteacher Awards:** Certificates and trophies that recognise and reward:

**Showing school Values:** VIP stickers are given to children for showing school values

**Headteacher stickers/wristbands:** For trying hard and producing good work

**Marbles:** Marbles are given for good behaviour for learning, showing school values, applying our relational policy during play and lunchtime, out on school visits, working together as a team when in class. A whole class treat is earned when 40 marbles are achieved.

**Weekly awards Assembly:** Recognition in the form of certificate are awarded each week in assembly,

**Termly awards** Recognition in the form of certificates and vouchers. Photographs to recognise the achievement are made available for families on Class Dojo.

**Pride of Lea tea parties:** Children are nominated for a special tea party for any achievements or acts of kindness beyond the school day and in the community.

We use awards to frame behaviours that are over and above expectation as well as the use of recognition boards in each classroom.

## 5. Behaviour Steps

Best practice is always to promote positive behaviour by stating the behaviour you want to see in positive terms, for example 'Show me your listening ears'.

It is vital that knowledge of the child's social and emotional development is considered. Steps should always be used with care and consideration, considering individual needs where necessary. All children must be given time in between steps to make good choice.

1. RELATE	Consistent high-quality teaching. Dojos, marbles and redirect using PACE, VRFs and Praise.
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<b>2. REMIND</b>	<p>Praise in Public and Remind in Private</p> <p>Reminder of expectations 'Ready, Respect, Safe'. Repeat reminder if necessary but usually no more than two.</p>
<b>3.FINAL REMINDER</b>	<p>A clear conversation and '<b>final reminder</b>' delivered privately to the child using the <b>30 second script</b> to make them aware of their behaviour and clearly outlining the consequences if they continue.</p> <p>Children will be reminded of their unique positive qualities and previous examples of positive choices to separate the behaviour from the child.</p>
<b>4. TIME IN (CALM CORNER)</b>	<p>At this step the child will be asked/accompanied to go to the calm corner in the classroom for a 'Time In', they will have access to calm box resources until an adult can speak to the child privately as a co-regulator.</p> <p><b>Step 4 always concludes in Repair with the adult where (or with whom) the rupture occurred.</b></p>
<b>5. TIME IN (REGULATION POD)</b>	<p>At this step the child will be referred to the <b>regulation pods</b>; this can be at the point of need or at a time where reflection, followed by a restorative conversation would lead to a positive outcome. Children can also choose to access a regulation pod if they would benefit from out of class co or self-regulation. This provides opportunities to express emotions and reflect.</p> <p><b>Step 5 always concludes in Repair with the adult where (or with whom) the rupture occurred.</b></p>
<b>6. INDIVIDUAL POSITIVE REWARD SYSTEM</b>	<p>Child supported with a Positive reward system with agreed targets that will be monitored, shared at a meeting with the teacher, child, parent and pastoral lead.</p>
<b>7. PASTORAL SUPPORT PLAN</b>	<p>A Pastoral Support Plan (PSP) aims to help a child to improve their social, emotional and behavioural skills. The PSP will identify precise and specific targets for the child to work towards and will include the teacher, child, parents and pastoral lead in the drafting process.</p>



## Step 1 - Relate

Consistent high-quality teaching. Use positive praise, recognise and name good behaviour, move around the space, refocus through direct questioning, use polite but firm reminders. Reposition and redirect using PACE, VRFs..



## Step 2 – Remind

Praise the positive behaviours you want to see. Where behaviour does not meet your expectations, a reminder of the expectations for children of **Ready, Respect, Safe**. Repeat reminder if necessary but usually no more than two.

## Step 3 – Final Reminder

The 30 second script, at the child's level, involves a conversation with the pupil that goes to redress their behaviour in the first instance. The key to these conversations is framing the pupil in the positive light we know they can exhibit:

- I noticed you are having trouble with [state the behaviour you see to separate the behaviour from the child].
- I am wondering if you are feeling [...]?
- You know we have a Ready, Respect, Safe rule in the classroom. It was the rule about [lining up / bringing toys into school / not allowing others to learn] that you broke.
- Do you remember when you [did that kind thing for...]? That is who I need to see today.
- When I come back in \* minutes, I want to see your wonderful [...]. Thank you for listening. **Now walk away but remember to return at the given time!**

The 30-second script can go a long way to reduce the disruption in lessons, build a positive relationship and enable children to reset their behaviour. Praise in Public (PiP) and Remind in Private (RiP).

## Step 4 - Time In (calm corner)

If a child reaches this stage, they are beginning to dysregulate. Children will have a 'time in' for regulation in a space within the classroom (calm corner) . Children will be allowed to use the calm box until an adult can speak to the child privately as a co-regulator.

- The child will be asked to go to the calm corner in the classroom where they will access a calm box containing items to support the child's regulation. Items within the box will help the child to re-engage their prefrontal cortex, such as breathing and grounding techniques.
- The teacher will have a chance to speak to the child away from the class and will use WIN; 'I am wondering, imagining, noticing...'.
- Boundaries are reset.

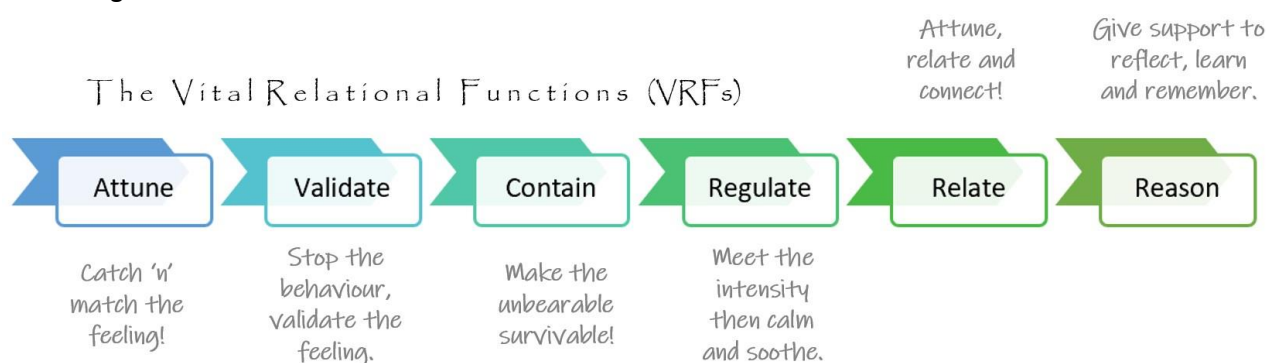


- Child is asked to reflect on their next step. Again, they are reminded of their previous positive behaviour for learning.
- Usually, after no more than 10 minutes the child is given the opportunity to re-engage with the learning and / or follow instructions.
- If this is at playtime, the child should have 'time in' by using a pod to re-regulate.

For there to be a positive outcome from Time the focus should be on the level of connection and support. This step is about giving pupils the opportunities and the tools to be successful. This does not come from isolation of shame; it comes from practice and supported learning.

**Step 4 always concludes in Repair with the adult where (or with whom) the rupture occurred.**

**This graphic shows the interaction between the VRFs and the Three Rs in supporting a dysregulated child through to 'Reason'**



**There may be occasions where there is significant dysregulation and 'time in' at the calm corner is not appropriate. In this instance the child should be moved to a safe space/regulation pod to support them to regulate and/or to defuse a situation. In general, three minutes should be enough time.**

## **Step 5 – Time In (Regulation pod)**

If step 4 is unsuccessful, or if a child refuses a Time In within the classroom, then the child will attend a pod at the point of need or at a time where reflection, followed by a restorative conversation would lead to a positive outcome. Immediate support at the pod will be provided where the level of dysregulation increases risk for the child, other pupils or the staff member.

Staff will always deliver sanctions calmly and with care. It is essential the adult is regulated and if they are not, feels secure to ask for another member of staff to step in.

## **Step 6 –Individualised Positive Reward system (PRS)**

**If a child is dysregulating regularly, then they will have individualised targets.** Where a child continues to struggle with showing improved behaviours in school further support structures will be implemented in the form of a Positive individualised reward system. This will be a holistic approach by putting in pastoral interventions alongside monitoring. Decisions to place children on any formalised behaviour monitoring will be taken by the Headteacher, in collaboration with the class teacher, SENDCo and Pastoral Lead.





The individualised positive reward system will support the child by setting a precise behaviour target that is achievable. An achievement target will be set by the Class Teacher and Pastoral Lead in conjunction with the child. A review is held at the end of each half term and a decision made as to the best course of action. A mentor will be assigned to offer the child support.

Could be prompted by:	Persistent low-level disruption to learning or regular moves to 'time-in'.
Minimum time frame:	Targets to be review every half term
Formative measure:	Individual precise behaviour target set at the end of each half term Teacher with Pastoral
Maintained by	Leader Pastoral Lead : Headteacher and Sendco kept informed.

## Step 7 – Pastoral support plan (PSP)

Could be prompted by	Failure to respond to the PRS or following incidents of more serious behaviour.
Maximum time frame	Targets to be reviewed every half term at a PSP meeting.
Formative measure:	Individual PSP meeting and specific targets agreed with Class Teacher, Behaviour Support/SLT, parents and child (where appropriate). SENDCo, Associate Sendco or
Maintained by	Pastoral Lead

**If a child continues to be dysregulating regularly, then they will have an individualised plan.** A Pastoral support Plan (PSP) is put in place when less formal measures have not been successful in helping to improve a child's behaviour. Its purpose is to promote social inclusion and help to reduce the need for Suspension or Exclusion. The effectiveness of the PSP relies on identifying the underlying causes of the child's behaviours; the Pastoral Lead will seek to identify the barriers to behaviour through an individualised Thrive assessment and action plan. The action plan will be shared with parents as part of the PSP meeting and help to form the formal targets for the child's PSP. A mentor will be assigned to the child.

A child's behaviour may deteriorate before it improves when a PSP is introduced. Rewards and reinforcements used to promote positive social behaviour must be immediate and at a high frequency in the early stages of a PSP for maximum success, especially with younger children.

The PSP will include clear expectations for behaviour and targets that provide limited (maximum of three) unambiguous and, above all, achievable targets for the child's behaviour. 'To stay on task at all times' is not a realistic target for any child. Specific targets will be identified through the Thrive assessment.



## Restorative Conversations

Restorative approaches teach behaviour. Where a child's behaviour needs to be addressed, holding a restorative conversation can reframe their behaviour, allow the pupil to reflect on changes that can be made and ensure that everyone starts the next lesson with a clean slate and without judgement. Done correctly, they can be incredibly powerful and create a positive relationship between staff and children.

We understand that children who are dysregulated do not have access to their pre-frontal cortex. The key with a restorative conversation is to only engage in the conversation when the child and adult are emotionally regulated – only then can the learning take place.

Offer a postponement and some support if the child is not ready to speak: *'I can see that you aren't quite ready to talk. Do you need a minute or two, or would you like to meet later today?'*

It is important that the repair takes place with the member of staff involved in the incident, to complete the rupture – repair cycle.

To meet their individual needs, strategies that help a child to regulate vary according to the child.

Once the child is regulated, the child needs an adult to lend them their thinking brain. The following questions will allow learning to take place:

1. Can you show me what happened (using the arts will allow the child to express the incident - this may involve acting it out with puppets or using a sand tray.)
2. I'm wondering if you felt a bit angry / frightened / scared etc.
3. I can imagine it's difficult to have those big feelings but it's not ok to [...], I think I could help you with that.
4. How do you think [...] is feeling?
5. How can we repair it?
6. I wonder whether there is a way that we could make this right?

The adult lends the child their thinking brain to problem solve and find an appropriate solution.

Think about your positioning in the room, focus on the issue at hand (do not bring up previous incidents or events that are not relevant) and plan the conclusion. Use WIN (I'm wondering, imagining, noticing...)

All staff will take responsibility for leading restorative conversations; Senior Leaders can provide support to ensure a positive outcome.

## 6. More Serious Behaviour Incidents



<b>8. INTERNAL INCLUSION</b>	An Internal Exclusion may be appropriate to support learning and ensure children's safety. A child internally excluded would not have contact with their class but instead have specific wellbeing support focussing on social, emotional and behavioural skills and their education would continue.
<b>9. SUSPENSION</b>	A Suspension would follow Government guidance and upon return to school, a child would have support through a Pastoral support plan
<b>10. PERMANENT EXCLUSION</b>	<p>Serious incidents need to be treated on an individual basis and the circumstances investigated. Any Exclusion would follow Government guidance, it could be considered for a first or 'one off' offence including for example:</p> <ul style="list-style-type: none"><li>Sexual abuse or assault</li><li>Serious actual or threatened violence against another pupil or a member of staff</li><li>Supplying an illegal drug</li><li>Carrying an offensive weapon</li><li>Serious deliberate damage to school property</li><li>Any pupil found to have made a malicious accusation against a member of staff</li></ul>

If any member of staff requires assistance in the classroom for example, because of pupil disruption or because a child has put themselves in danger, that member of staff will ring the office or directly to a member of the SLT. The member of SLT will understand that help is needed urgently.

## Steps 8, 9 and 10 – Exclusion

Where more serious behaviour incidents occur, we will look to support the child consistently and subjectively in line with the incident and the individuals involved, utilising knowledge of the child and their behaviours. Staff have received Positive Handling training, part of our response and a strategy for de-escalation. If a physical intervention is required, staff are trained to use positive handling techniques .

An internal exclusion will be given where possible over a Suspension. The Class Teacher /Headteacher/Pastoral lead and the child reflect on successes and challenges and agree next steps.

Where a child is given a Suspension, or following a referral to outside agencies, the reports received will form the targets for their PSP

Where a child is excluded, consideration should be given to the appropriate level of support required when the child returns to lessons.

For children with a special educational need, reasonable adjustments will be made according to Code of Practice (2015) and Equality Act (2010). In these situations, working alongside parents to agree targets and building in steps to success are key.

## 7. External Support

In rare occurrences where a child's behaviour has not improved following targeted support, we will engage external agencies to assist us.



**Agencies involved could include:**

- **CAMHS** (Child and Adolescent Mental Health Services) - An NHS service dedicated to the Mental Health needs of an individual child, where appropriate.
- **Referrals** – e.g. paediatrician, educational psychologist therapists, short stay school or CANW
- **Childrens and families wellbeing service** – A Local Authority Service, which provides support for the whole family in managing the needs of a child or by providing support to a family in crisis.
- **Inclusion hub**- Supporting children identify as being at risk of suspension or exclusion
- **IEST**- supporting schools with strategies to prevent risk of permanent exclusion

This list is not exhaustive, the needs of the child will dictate which support is required. Parents will be informed, and their views and consent sought should the school refer to one of the above agencies.



## 8. Appendix 1: Important Health, Safety and Welfare Considerations

Policies, linked to 3 rules Ready, Respect, Safe adhered to on the grounds of health, safety and welfare.	
Safe	<p><b>Food and Drink</b></p> <p>Children may bring fruit or a healthy snack from home to eat at morning play. Other than fruit and packed lunch, no food of any kind should be brought into school (unless on medical grounds) including sweets, cake for birthdays, biscuits and drinks unless permission from the headteacher is received. Children have regular access to water both indoor and outdoor.</p> <p>This is protective measure to protect children and staff with allergies.</p>
Safe	<p><b>Jewellery</b></p> <p>Watches and stud earrings are the only items of jewellery which may be worn at school and these must be removed during P.E. and swimming lessons. Teachers are not to assist children with the removal of jewellery. If children cannot remove it themselves, it should be taken out at home on the days the child does PE. Any articles removed should be locked in the teacher's cupboard/drawer for the duration of the lesson.</p> <p>This is a protective measure; rings, necklaces, bracelets etc. can turn a minor incident into a major accident if caught on apparatus or entangled in another child's clothing or hair. Even stud earrings have the potential to cause severe tears to the wearer's ears or injury to others.</p>
Ready	<p><b>PE Kit</b></p> <p>Appropriate clothing must be worn for all PE activity. Long hair must be tied back. Children should wear, house coloured t shirts, black shorts, plain black tracksuit bottoms or leggings with no logo or embellishments and trainers for every P.E. lesson. Lea sports hoodies may be worn for PE.</p>
Ready	<p><b>School Clothing</b></p> <p>The school has a separate school uniform policy available on the school website. Uniform may be</p>



	<p>purchased from the providers listed within the policy. Parents are asked to send their children to school tidy and appropriately dressed for the weather of the day.</p>
Respect	<p><b>Personal Property</b></p> <p>The school cannot accept responsibility for the loss or damage to clothing or personal property. Toys, games and sports equipment must not be brought to school (except on special occasions when the teacher gives permission). Any money brought into school should be in a named envelope, handed in as soon as possible and never left in lockers, bags or coats.</p>





## Appendix 2: Lea Community Primary School Thrive Charter

As part of our 'Thrive Approach' staff at Lea Community Primary School are trained in, support and fully engage with our Thrive Charter.

**All staff throughout school take great pride in the positive relationships we forge and through our use of Thrive, we will;**

### BEING IN RELATIONSHIP

- Ensure that all physiological and psychological needs are met.
- Be consistent, reliable and provide clear boundaries following the school's relational policy.
- Be a role model when talking to other adults.
- Make eye contact with adults and children, using their name and smiling at them.
- Make facial cues explicit and clear.
- Teach explicit calming, breathing and relaxing techniques and model how to regulate emotions.
- Acknowledge and validate experiences and feelings of children.
- Regularly name sensations in our bodies and match these to a range of feelings
- Form positive relationships with our children; notice small details, show interest in their lives and be curious about any changes.
- Provide an inspirational learning environment, catering for a range of needs and abilities and include safe spaces.
- Celebrate the gifts and talents of all children, celebrate what make us all unique and special.
- Have fun with children and model playfulness
- Provide meaningful roles and responsibilities in school for pupils

**For a great many reasons there are times when children will need additional support. This includes:**

- The provision of properly resourced Safe Spaces around school including regulation pods, fully equipped nurture room, a sensory room
- Early morning welcomes and check-ins
- Reduced timetables
- Soft start approach to the day for individuals
- Support through access to the calm corner or regulation pod.
- Thrive 1-1 or small group support with a qualified practitioner
- Unrelenting support to ensure that all children are able to access and/or re-engage with learning, school and home life.
- Transitional objects and 'holding in mind'
- Additional notice at transition times and early warning of activities starting and finishing.
- More structured indoor and outdoor activities based on play and friendship.



- The provision of sensory equipment such as fidget toys for overwhelming times and anxious moments
- Additional support to meet the needs of children by using for example:
- Visual reminders including 'now and next' boards.
- Sensory breaks including sensory diets and circuits
- An acknowledgment that on big occasions, or at times of change, children may become overwhelmed so additional resources and/or support will be needed by for example:
- Providing' drawing and talking' activities to link sensations to feelings.
- Use singing ,Drama and music to calm and soothe.
- Playing games that are based on non-verbal signals.
- Using puppets to explore a range of feelings.
- Using feathers, face painting ,playdoh and bubbles to explore a range of senses.
- Providing sand trays and opportunities to explore social stories.
- Providing opportunities for children to cook together, play musical instruments and percussion games.
- Providing opportunities to take part in games that are based on trust.



## 9. Appendix 3: Vital Relational Functions (VRFs)

The VRF's are drawn from the teachings and findings of leading commentators on emotional, psychological and child development (Sunderland, Kohut, Stern). These skills provide a relational basis for a child's emotional, social and neurological development.

The VRFs are:

<b>Attune</b>	Demonstrating an understanding of how they are feeling by "catching and matching" their emotional state.
<b>Validate</b>	Demonstrating that their feelings are real and justified.
<b>Contain</b>	Offering their feelings back to them, named and in small pieces.
<b>Regulate</b>	Communicating the capacity to regulate emotional states by modelling how to do it.

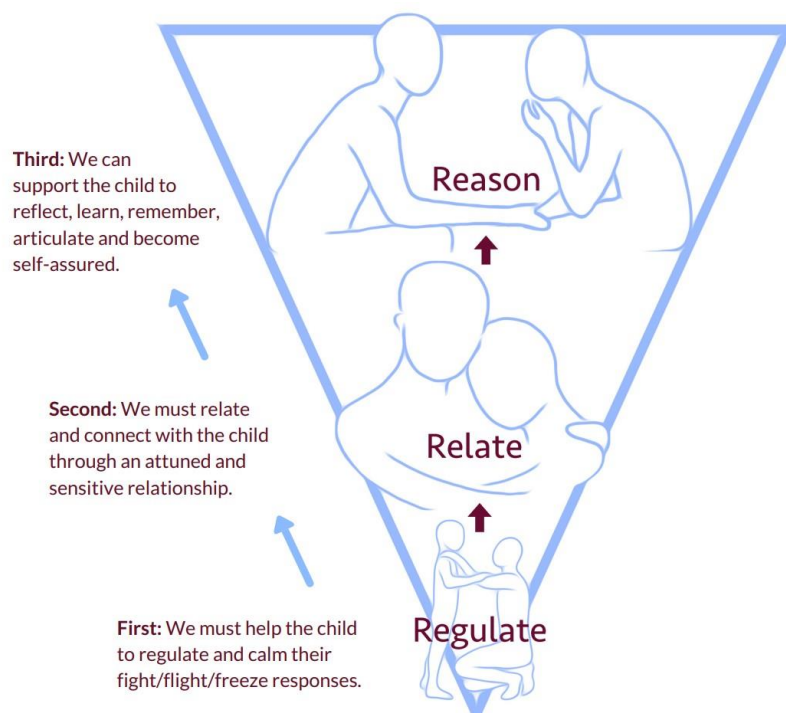
The provision of emotional containment by the adult who is working closely and regularly with the child is a significant contributing factor to the child's developing capacity to contain and regulate his/her own emotions. The relationship between a child and a significant adult can be an under-recognised and under-used resource that has a significant positive impact on a child's ability to regulate and build positive relationships.



## 10. Appendix 4: Regulate Relate Reason (The three Rs)

The three Rs: Reaching the learning brain

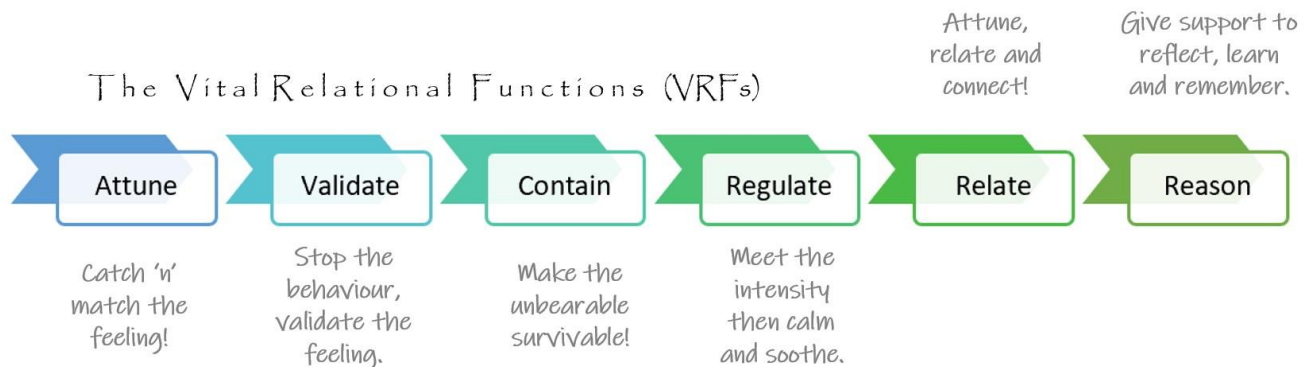
Dr Bruce Perry, a pioneering neuroscientist in the field of trauma, has shown us that to help a vulnerable child to learn, think and reflect, we need to intervene in a simple sequence.



Heading straight for the 'reasoning' part of the brain with an expectation of learning, will not work so well if the child is dysregulated and disconnected from others.



This graphic shows the interaction between the VRFs and the Three Rs in supporting a dysregulated child through to 'Reason'



## 11. Appendix 5: Dan Hughes' PACE Approach

PACE refers to Playfulness, Acceptance, Curiosity and Empathy:

**Playfulness** involves spontaneity, openness and exploration; have fun and share enjoyment with the pupil. Using playfulness can defuse tense situations and is useful to manage minor behaviours, as the pupil is less likely to respond with anger or defensiveness.

**Acceptance** involves unconditional positive regard for the pupil. Accept the pupil's inner experience without judgement and make sense of why the pupil is behaving in a certain way. Acceptance does not mean accepting negative behaviours but accepting the reasons behind behaviour. When necessary, criticise the behaviour, but not the pupil.

**Curiosity** involves wondering about the reasons behind the behaviours, rather than being angry. This shows the pupil that you care and helps them make sense of their behaviour, feelings and experiences. Use phrases like "I wonder if you are feeling like this because..." to open discussions with the pupil.

**Empathy** involves showing them that you understand how difficult they are finding things and reassuring them that you want to help them to manage this. Validate the pupil's emotional experience with phrases such as "I know how difficult that must have been for you" and work together to find ways to support them.

For more information about the PACE approach please refer to literature by Dan Hughes.

Real examples of PACE in action: Pupil in heightened state of anxiety, attempting to climb fence and not following instructions to come down.

Application of PACE:

**Playfulness** – Use playful language to de-escalate the situation. 'Goodness me I really would rather you came down. Problem is that if you fall, I'll have to fill out a lot of forms and I'm a bit like you – 'I'd rather be doing lots of fun things'



**Acceptance** - the pupil is experiencing extreme anxiety because of a fall out with a friend and that this is a real experience. Communicate that you accept how they feel.

I can see that this has made you feel really upset.' Avoiding saying things like, 'Oh it doesn't matter, don't be upset about a silly fall out.'

**Curiosity**- Enquire and check what the young person's emotional experience is.

'I wonder if you're feeling angry because of what X just said?'

**Empathy** - Show that you understand that how difficult they are finding things.

'I understand that this must be really difficult for you. I know that when I'm feeling upset, I just want to away from everything.'

## 12. Appendix 6: Recognition Boards

### Extract from When the Adults

#### Change Everything Changes

(Written by Paul Dix)

*A recognition board is the simplest way to shift the culture in your classroom. It doesn't prevent you from dealing robustly with poor behaviour, it just means that you will be dealing with less of it. The behaviour of one child is not everyone else's business. It is between you and the individual. The advertising poor behaviour doesn't help, but routinely advertising the behaviour that you do want does.*

*Simply write at the top of the board the behaviour on which you want to focus. Try 'One voice' for classes who constantly talk over each other, 'Speak politely' to emphasise manners or 'Hands and feet to yourself' for those who give them to others too freely. Perhaps your focus is less about social behaviours and more about learning behaviours. In this case the focus might be 'Accurate peer feedback', 'Persuasive language' or 'Show working'.*

*When you see children demonstrating the behaviour well, write their name on the board. The recognition board is not intended to show praise on the individual. It is a collaborative strategy: we are one team, focused on one learning behaviour and moving in one direction.*

*Pursue the behaviour you want by chasing it hard and reinforcing it enthusiastically.*

*The recognition board fosters a positive interdependence in the classroom, but there is no prize, no material reward. At the end of the lesson / session / day (depending on context) the aim is for everyone to have their name on the board.*





## 13. Appendix 7: Relational Policy: One Page Summary

### Lea Community Primary School relational approach for resilience and life-long learning

**High quality** behaviour for learning is underpinned by relationships, lesson planning and positive recognition. Our rules, **Ready, Respect, Safe** must be displayed in each learning space and referred to in conversations around behaviour.

#### Consistencies:

- Build relationships using **VRFs, PACE, meet and greet** at the door and **check ins**.
- Refer to '**Ready, Respect, Safe**' as non-negotiable rules.
- Focus on the **values, rights and responsibilities** of the school when establishing boundaries in **conversation** with children.
- **Model** positive behaviours and always highlight the behaviour you want to see in positive terms.
- Recognise **behaviour is a form of communication**.
- **Plan** lessons that engage, challenge and meet the needs of all children.
- Promote intrinsic motivation by **rewarding the process of learning** (behaviours for learning).
- Seek both **resolution and learning** when dealing with incidents. **Follow** up every time, **retain ownership** and engage in **restorative dialogue** with children to repair the rupture.
- **Always** remind children about the expectations.

