



## **VISION, VALUES AND COMMUNICATION COMMITTEE**

### **RELATIONSHIPS POLICY**

Minchinhampton Academy

**Reviewed by Committee      Agreed by Governing Body // Date of review**

**Annually, Autumn**

### **RELATIONSHIPS POLICY**

This policy deals with the promotion of relationships most conducive to learning and wellbeing. The policy outlines the underlying philosophy, purpose, nature, organisation and management of relationships and pupil behaviour. It is connected with the school's Behaviour on a Page doc, Anti-bullying and Exclusion Policies, The Relationships Charter, the Safeguarding Policy, the First Aid, Health and Safety, PSHE and RSHE Policies, Complaints Policy, Medical Conditions Policy and School Local Offer.

#### **Compliance**

The school will undertake to ensure compliance with all the relevant legislation with regard to pupil behaviour and pupil exclusion and to ensure best practice by extending the arrangements and expectations as far as is reasonable practicable to others who may be affected by our activities. All staff are aware of their

safeguarding responsibilities, as set out in statutory guidance Part 1 of Keeping children safe in education (KCSIE), including their responsibility to provide a safe environment in which pupils can learn. This policy is designed with this in mind.

This policy is based on advice from the Department for Education (DFE) on:

- [Behaviour and discipline in schools](#)
- [Searching, screening and confiscation at school](#)
- [The Equality Act 2010](#)
- [Use of reasonable force in schools](#)
- [Supporting pupils with medical conditions at school](#)
- [Special educational needs and disability \(SEND\) code of practice](#)
- Schedule 1 of the [Education \(Independent School Standards\) Regulations 2014](#)

## Vision

'Life in all its fullness'

-for us this means people who are flourishing

- people who have the wherewithal to shape their own life well;
  - people who take a delight in learning;
  - people who are compassionate, who appreciate the value and preciousness of each and every person and all life on earth;
- hence people who help to make the world a better place.

At the heart of this school's vision is a commitment to all the people in it; to an ethos and an approach that nurtures the human spirit...to helping to provide people with what they need in order to thrive, to search for meaning and purpose and shared values, to reflect deeply, engage bravely and have hope, to dream big, live life well and smile plenty; *'becoming aware of the truth has a liberating effect; it releases energy and defogs one's mind. as a result one is more independent, has one's centre in oneself, and is more alive.'* E Fromm *The Art of Being* p.43.

## Principles

Minchinhampton C of E Primary Academy is committed to creating an environment where exemplary behaviour, attitudes and relationships enable all to feel safe and respected and all to learn together. Adults and children alike are expected to maintain high standards of personal conduct, to accept responsibility for their actions and encourage others to do the same. We look to achieve our vision through demonstration of the following positive Christian values/ attitudes:-

Have Compassion

Be Curious

Always Persevere

Try Forgiveness

Take Responsibility

Be Courageous

Feel Grateful

Show Humility

Look for Friendship

Challenge Yourself  
Have Faith  
Don't Compare

## Aims

- To develop positive relationships between all children and adults based on mutual respect.
- To foster a positive, caring, warm environment, in which all children can reach their full potential and enhance their self-esteem.
- To foster a caring, kind and calm approach in which each person responds sensitively to the needs of others.
- To act as guidelines for all present and future members of teaching and non-teaching staff, parents and pupils, by setting out what we mean by positive relationships and how we will think about and manage these relationships and pupil behaviour.

## Relationships A-Z

### Appreciation of difference.

- We embrace the enormous variety of interest and need amongst the people in our school as our raw material; as an awe inspiring, unpredictable, non-linear and ever-evolving challenge. When working with our children, we are committed to a very flexible approach so every individual has a chance to flourish.
- We focus on **appreciating difference**, not simply accepting it. This might include not only racial, religious and cultural differences, but also differences in emotional, learning and social profile. Rather than expecting consensus and becoming frustrated at differences of opinion, we look to draw strength from our differences and from the ensuing dialogue. Our school identity should be *'defined by conflicts and dilemmas more than by agreements.'* Yuval Noah Harari. *'That everyone is different and unique to one another and I have learnt to appreciate that.'* Yr 6 Leaver 2020

### Attitude to learning in the classroom (see also Learning, Growth Mindset, Language for behaviour management, Consistency, 4Ps, SHELL)

School is all about learning so naturally we want to encourage a deep respect for learning: this includes encouraging pupils in attitudes that will support their learning as well as attitudes that will allow others to get the most out of their learning. We constantly look to encourage a positive, aspirational attitude. We value mistakes. We also see behaviour itself as communication and an opportunity to learn.

To help enable a positive attitude to learning, adults will:-

- clearly set expectations
- be consistent in the language they use.

- be deliberately and relentlessly bothered by good attitudes to learning
- use positive recognition.

Adults will use the 4Ps to frame conversations regarding attitudes to learning:

- Participation
- Pride
- Paying attention
- Perseverance

Children will be expected to:-

- Participate: during whole class work- they will be expected to sit and listen attentively on the carpet and/or at their tables and – facing the speaker and looking their way. If seating layout means pupils are facing away from the speaker during whole class work, they should move their chairs back and away from the table and turn them to face them. All equipment and other fiddly items should be put down when asked.
- Participate: Adults will make reference to the acronym SHELL when encouraging good listening (pay attention). SHELL stands for:- Sit.....Hands.....Eyes.....Listen.....Learn
- Pay attention: during whole class work, to not call out or talk over someone else while they are talking.
- Participate: while working on tasks, pupils should never call out to the class teacher if they need them. They should always put their hand up.
- Participate: work in a way that values everyone's learning: to work quietly (using voices that can be heard) when working collaboratively; to work quietly when working independently. When pupils are, for example, writing independently, they should work in silence. If they need to talk to each other, they need to use voices that can't be heard beyond that table.
- Perseverance: in all their work, to concentrate on the task in hand and
- Pride: produce work to the best of their ability
- Perseverance: in all their work, pupils in Year 3 upwards should not leave their seats without permission. If they feel they need help, they should make use of the 5Bs (Brain, Buddy, Book, Board, Boss) and continue to persevere with their learning until the teacher comes to them.

Core values: Adults will reference these values:- 'Be Curious' 'Always Persevere' 'Challenge Yourself' and 'Take Responsibility' when discussing/ encouraging attitudes to learning in class.

### **Attitude to learning in the school**

School is all about learning. We constantly remind pupils of this.

Core values: Adults will reference the values when discussing/ encouraging attitudes to learning in school.

Children will be expected to:-

- Take Responsibility: to walk quietly through the building- including the water garden and including before and after school. When walking as a class, to walk in single file.
- Show Humility: to be courteous as they walk through the building- for example

standing aside for others/ holding a door open for others.

- Show Humility: to sit still and face the front, without talking, during assemblies- including walking quietly in and out and sitting quietly while they wait for other classes.

- Take Responsibility: to work quietly in shared areas

- to respect other people's property including school property and resources.

### **Attitude towards others in the playground**

There is both an overt and a hidden curriculum and learning takes places throughout the day in and out of class.

Core values: Adults will reference the values when discussing/ encouraging attitudes to learning in school.

Children will be expected:-

Take Responsibility:-

- to play on the playground if it is a 'grey' day for their class

- \*to maintain a tidy welly area, including when changing boots and shoes

- to not climb any walls

- \*to not climb any trees

- \*to only dig on the mound by the wild area- never in the middle of fields/ on banks by the MUGA/ to never dig the grit on the running track or the sand in the sandpit/

- \*to stay out of the sandpit

- to only throw balls outside.

- to only play with moulded plastic balls (no leather balls to be used in crowded playgrounds).

- to follow the rules on the tyres which include no pushing games.

- to ask an adult to collect a ball if it has gone over a fence.

- not to play-fight- including any physical contact which might be deemed as play fighting.

- not to play bulldog or rugby unless directly supervised by an adult.

- to not dig or hide along the bank above the top playground.

- not to play at skidding, even if the playground is slippery

- play with scrap responsibly

- to respect wildlife, including gardens, trees, plants and habitats

- to treat resources with respect and look after them.

- to stop and be quiet when they hear the first bell/whistle. To walk to their lines quietly, quickly and sensibly when they hear the second bell/whistle.

- to listen to and follow instructions the first time

Have Compassion:-

- to play in a way that will not endanger or upset someone else.

- to play in a way that does not interrupt or undermine other people's games.

Look for Friendship

- to be inclusive when playing games

- to notice people who are left out and support them

Try Forgiveness

- to try to resolve conflicts when they arise

- to try to forgive others and give them a second chance

## **Attunement**

Attunement describes how we try to tune into, read and then respond to someone else's state and needs at any given time. For that other person we aim to be physically and emotionally present, to be attentive, attuned and responsive.

*'The body speaks to those who know how to listen...the multifaceted language of the body depicts a lifetime of joys, sorrows and challenges, revealed in patterns of tension, movement, gesture, posture, breath, rhythm, prosody, facial expression, sensation, physiological arousal, gait and other action consequences.'* Ogden 2015

## **Autonomy**

We aim for an approach that gives pupils the feeling of autonomy in and the confidence to take responsibility for how they conduct themselves, for their learning; that helps them become self-regulating. *'Children are likely to become enthusiastic, lifelong learners as a result of being provided with an engaging curriculum; a safe, caring community in which to discover and create; and a significant degree of choice about what (and how and why) they are learning.'* Alfie Kohn

## **Behaviour Management** (see Language Appendices)

Core values: Adults will reference these values:- 'Try Forgiveness'

'Take Responsibility' 'Show Humility' 'Look for Friendship' 'Feel Grateful'

'Challenge Yourself' when discussing unwanted behaviours

Some behaviours (amber) will be dealt with by the class teacher/ staff generally but could be referred onto to SLT/Deputy/Head, depending on their severity :-

Amber behaviours might include:

- Running inside the school building
- Speaking unkindly to others
- Not showing respect to the person talking to you
- Not being completely honest
- Not listening to what others say
- Not following instructions
- Not looking after school equipment
- Being unkind to others
- Not keeping hands and feet to yourself
- Not putting effort into your learning
- Distracting yourself and others from learning

Adults will talk to children about these behaviours in a consistent manner (see language to be used in Language appendices) demonstrating a consistent preoccupation with the best interests of the child(ren) and learning generally- see language appendices

Consequences for amber behaviours:-

Teachers will use their judgement regarding whether a sanction is necessary and what sanction to give. Their decision will be based on their relationship with that child;

on their understanding of that child's needs, especially their emotional needs.

- Children could be given supervised time out from class to reflect on what has happened.
- Children could have privileges removed, for example be kept in at playtime e.g. if they have not engaged with their learning or completed work.
- Children could be sent with work to a parallel class for time out eg if behaviour disrupts the learning; if child refuses to co-operate with an adult.

Some behaviours (red) will be passed onto to the Deputy/Head teacher straight away. All of these will be logged on CPOMS and on the Pupil Wellbeing Log

Red behaviours include:-

- 1) **Bullying**
- 2) **Racial or homophobic abuse**
- 3) **Child on child abuse**
- 4) Violence of any kind (hitting, kicking, shoving, biting, physical fighting);
- 5) Damage to / stealing property;
- 6) Rudeness;
- 7) Swearing and verbal abuse
- 8) Refusing to co-operate with a reasonable request
- 9 ) Persistent disruption of teaching and learning/ persistent display of one or more of the amber behaviours.

HT/DHT will talk to children about these behaviours in a consistent manner (see language to be used in Language appendices). Teachers will use their judgement regarding whether a sanction is necessary and what sanction to give.

- Some form of planning will usually be expected following/ in the face of behaviours of this sort. If the pupil is SEND this could be in the form of risk assessments, managed timetables or MyPlans. For others an Individual Behaviour Plan may be issued in order to monitor and support improvements in behaviour.
- Pastoral Support Plans (PSPs) for those at risk of exclusion
- Plans will aim to include the pupil taking on some appropriate responsibility to help them learn from their experience.
- Parents will usually be consulted and any plans shared with them.

### Exclusion

In extraordinary circumstances, the Headteacher may warn parents in person where possible or in writing if not, of the possibility that a behaviour will result in either a suspension or permanent exclusion. For either a suspension or exclusion the LA and DFE guidance will be followed. (See Exclusions policy)

Exclusion or suspension will ONLY be used as a last resort and the Headteacher is confident that the decision to exclude is lawful, rational, reasonable, fair and proportionate. We would only make a decision to permanently exclude if a pupil has committed a serious breach, or persistent breach of the school's behaviour policy, and where allowing the pupil to remain in school would seriously harm the education or welfare of the pupil or others in the school.

If it is considered appropriate to exclude a child for any length of time from school, procedures followed will be as those outlined in the County Council policy (can be shared upon request).

Exclusions may include:

- lunch time exclusions- the pupil has to be taken off the premises during the lunch hour by his/ her parents/guardian (exclusions will be set over a fixed period of days/weeks)
- fixed term exclusions- the Head Teacher will exclude a pupil for a fixed period of days, which is entered onto the pupil's permanent record and reported to the LA
- permanent exclusions-following Local Authority procedures and exploration of all other avenues, pupils demonstrating persistent and unchanged poor behaviour or an instance of very serious misbehaviour, will be permanently excluded from school.

#### Behaviour outside of school

The school may take action against any child who is reported for challenging behaviour or bullying off the school premises, if the child is; a) participating in a school-related activity b) travelling to or from school c) wearing school uniform d) the behaviour could pose a threat to another pupil or adversely affect the school's reputation. This may also include the inappropriate use of social media sites. Any action taken will be proportionate to the behaviour and could include discussion with parents, school sanctions and possible exclusion. Children whose behaviour within school is such that it could pose a risk to themselves and or others when on a school visit will be subject to an individual risk assessment. If the school judges that the child's safety and or that of others cannot be guaranteed as a result of their behaviour, the school reserves the right to withdraw that child from going on the visit.

#### **Bullying** (See Anti-Bullying Policy)

We do not tolerate bullying of any kind.

For the purposes of this policy "bullying" is defined as persistent behaviour by an individual or group with the intention of verbally, physically, or emotionally harming another person or group. Bullying is generally characterised by :-

- Repetition:

Incidents are not one-offs; they are frequent and happen over an extended period of time.

- Intent: The perpetrator means to cause verbal, physical or emotional harm; it is not accidental.
- Targeting: Bullying is generally targeted at a specific individual or group.
- Power imbalance: Whether real or perceived, bullying is generally based on unequal power relations.

All bullying incidents are sent to the Head teacher or DHT.

Core values: Adults will reference these values:- 'Try Forgiveness'  
'Take Responsibility' when discussing bullying

#### **Challenge**

We look to challenge our children to be the best they can be, to keep learning from their mistakes, to keep trying. We expect them to work hard and with resilience. We



expect them to engage in thought and discussion about how complicated human relationships are. We expect them to try hard to understand the opinions of others. *'We do not truly know what anyone is capable of until they are given interesting and difficult things to do... If children are engaged in thoughtful, absorbing practice, they are both paying attention to the now, are in the moment and are also on the path for a bigger story, which moves them into tomorrow and the future.'* (Mary Myatt) (See Pride, Expectations)

### **Charter** (see Appendix 6)

The charter aims to cover two aspects: interaction and communication, which we see as forming the bedrock of positive relationships in our organisation. In this context, we define 'interaction' as 'how we talk to each other' and 'communication' as 'what we communicate to each other.'

The charter aims to support all relationships within the school community including adult/adult, child/child and adult/child.

Given the central importance of relationships for delivering the best education possible for the children, the charter aims to have high expectations of relationships.

We recognise that at the heart of wellbeing we need positive, trusting [relationships](#).

We have a Charter that looks to safeguard all relationships in our school.

### **Child on child abuse** (see Safeguarding Policy)

The school recognises that sexual violence and sexual harassment can occur between two or more children of any age and sex and can occur online and face-to-face and are never acceptable. The school takes a zero-tolerance approach. All incidents will be thoroughly investigated and plans put in place to avoid in the future. The recognition of and response to sexual violence and sexual harassment are taught as part of the curriculum and in assemblies.

### **Choice**

We talk to children about the choices they make, including with reference to their behaviour. We stress to them that life is all about decisions-- often unconscious but happening all the same and we all go through the same basic process each time. When making choices we encourage pupils to think, Stop--or ask the other person to stop; Think-- what are you doing? what is the impact on others? Choose-- what are my choices? What is the best course of action for me and those around me? Equally we are mindful that the ability to choose wisely can be seriously compromised by our emotional state. We are wary about using the language of choices when a child is emotionally dysregulated.

### **Collaboration—**

We encourage a collaborative approach because we know this benefits our children both socially and in their learning. We know group work and talk and collaboration *'achieve certain kinds of intellectual and social learning goals....for conceptual learning, for creative problem solving.. Socially it will improve intergroup relationships by increasing trust and friendliness.'* (E Cohen). For example we use

talk partners throughout the week and we hold restorative conversations in groups (problem circles) or pairs when things go wrong. (see Restorative)

Again we are equally mindful that for some pupils - perhaps those more introverted or with social and emotional challenges, cooperative learning can present as a significant challenge, if not a trigger for emotional dysregulation. We therefore remain, as ever, responsive to the needs of the individual.

### **Common Good**

We believe in an education that encourages and enables all students and adults to contribute to the common good. *'...theories of contributive justice teach us that we are most fully human when we contribute to the common good and earn the esteem of our fellow citizens for the contributions we make.'* Sandel- *Tyranny of Merit* p212

We look for opportunities for pupils to take responsibility for others and to engage in activities that help others. When lessons need to be learned about how best to behave towards others, we will sometimes give pupils responsibility for others/ for the rest of us to help them learn. When we talk about good behaviour we often refer to what is needed for us all to thrive; we often use expressions like, 'in this school we are all trying to....' The overt and the hidden curriculum are peppered with these kinds of opportunities. (see Responsibility)

### **Comparison**

We look to avoid a culture of comparison. We are wary of reward systems that inadvertently encourage pupils to compare themselves to others or inadvertently create winners and losers out of a situation. *'If you compare yourself with others, you may become vain or bitter, for always there will be greater and lesser persons than yourself'* (Max Ehrmann, <https://en.wikipedia.org/wiki/Desiderata>)... instead to nurture **courage** and **humility**; to **recognise strength** and appreciate variety, appreciate differences...to be fascinated by other people. We cannot and will not apply a 'one size fits all' mindset. We will instead remain responsive to the individual. We look to find what is great inside all of our children: we want to dig it out and share it with the world. (See Appreciating Difference, Individuals)

### **Compassion**

We look to maintain a culture of caring, of listening; a place full of **compassion** and empathy; a place of safety, where everyone has the best chance at self-regulation. We always look to understand, to reach out to pupils, to value them and to help. *'Children are more likely to grow into caring people if they know they themselves are cared about....if children feel safe, they can take risks, ask questions, make mistakes, learn to trust, share their feelings, and grow.'* (Alfie Cohen)

We are committed to developing emotional intelligence and growing empathy and **compassion** for others; *"Everyone you meet is fighting a battle you know nothing about. Be kind. Always."* (B. Meltzer)

### **Connection**

We prioritise the maintenance of relationships because we recognise the importance of connections for pupils feeling valued and held. We need strong relationships, we need to trust each other.... we need to find connection... to actively listen to each other... to be kind...to be an ethical community... *'I define connection as the energy*

*that exists between people when they feel seen, heard, and valued; when they can give and receive without judgment; and when they derive sustenance and strength from the relationship' -Brené Brown.*

(See Relationships)

### **Consequences**

Any sanction or consequence should address and relate to the behaviour, not be made personal to the child. All stakeholders should be encouraged to foster the belief that there are no 'bad' pupils, just 'poor' choices. It is important that sanctions are in proportion to the offence and behaviours are reprimanded in private. Preferably sanctions should be delivered on the same day so that every day is a fresh day and the value of forgiveness is shown.

### **Consistency**

We recognise the need to respond as consistently as possible to children if they are to feel supported and safe and if they are to understand our expectations.

1. All adults must have the same expectations of pupil conduct- including how pupils talk to them.
2. All adults must hold to these expectations constantly and relentlessly. They must keep on and on, going back again and again about expectations.
3. All adults must take responsibility for all pupils. Adults must not hesitate to talk to another class (other than the one they normally work in) about expectations. Adults must welcome this support/ challenge with pupils from their own class. We are all responsible for all behaviour/ for all relationships. When addressing pupils from another class, whenever possible they could do this alongside the adult whose class it is- this to give the strongest impression of consistency possible.

In all this we recognise the need for judgement and flexibility when working with individual needs. However this should not compromise consistency. We are especially determined to be consistent in the way we think about children and their behaviour. (See Expectations)

We ensure that a common and consistent language is used to manage behaviour and to create clear boundaries for learning. Conversations should broadly follow established scripts- see appendices. These scripts will be constantly discussed/ revisited with staff to ensure there is shared ownership of their construction and adhered to.

### **Curiosity**

We want to be curious as a community. We want curiosity to drive learning and we aim for an approach to learning that encourages this rather than quashing it. We want curiosity to drive our approach to relationships and behaviour also. We need to be constantly interested in/ delight in the individual. Curiosity, without judgement, is how we help children become aware of their inner life and reflect upon the reasons for their behaviour. Curiosity is wondering about the meaning behind the behaviour for the child. Curiosity lets the child know that the adults understand. Children often

know that their behaviour was not appropriate. They often do not know why they did it or are reluctant to tell adults why. With curiosity the adults are conveying their intention to simply understand why and to help the child with understanding. The adult's intentions are to truly understand and help the child, not to lecture or convey that the child's inner life is *wrong* in some way. (See Faith, Individuals, Appreciating Difference)

### **Curriculum**

In most ways a child's behaviour or emotions are very much part of the curriculum, part of the learning. We try not to view behaviour as a hindrance to learning- instead we see it as part of learning. We take opportunities across the curriculum to explore and reflect on relationships and behaviour, for example during collective worship, when reading/sharing books, during class meetings.(See Learning, Perseverance, Mistakes)

### **Differentiation**

We are responsive to need. While we accept the need for consistency, we also accept the need for differentiation. We recognise the need to strike a balance and the complexity of this task. 'Some people need more support and input- it's about making sure everyone's ok and get to the same level..... We should treat people how we'd like to be treated but if they need to be treated differently- then we need to treat them that way- if we can- to make them feel secure and safe. For example some people want other people around them all the time but others prefer a bit of space. For example if someone has been through something difficult, they might need more support. Of course we still need to make sure everyone around them feels cared for too. This is really difficult sometimes because say in a school there are so only so many adults to go around and it's really hard to make everyone feel supported. But then again it's not just about how many adults we have- we can all be support for each other..... If a teacher is working with one child all the time, the other children can miss out. There just needs to be balance- the school has to make sure things stay balanced and all of us helping each other can help..... If someone is struggling, they can have support outside of the class so that it doesn't interrupt the class. Sometimes a classroom feels too much- say if someone's feeling stressed. People need to understand that this is not a special treat- they're still doing learning out of class but they're probably missing out on lots too so we should feel concerned about them. The teachers should make it clear to everyone why this is happening (without embarrassing anyone) so that they understand the situation better.' Year 6 pupils 2022

### **Emotional Dysregulation**

We believe everyone is trying and we generally see behaviour as something communicated. We recognise that children can become emotionally dysregulated - that this can be short lived or, in the case of a mental health crisis, last weeks or even months. We recognise that for these pupils to be supported, a highly individualized, highly responsive approach will be necessary; an approach which could seriously challenge our need for balance (see Differentiation above). We recognise the moral complexity of this and are open with our pupils about it. However if love and compassion are to reside at the heart of our school, we cannot ignore the light of

those most in need.

We recognise the need for adults to model self regulation and the need for adults to engage co-regulation alongside the child before we can expect the child to learn to self-regulate. Staff are trained in co-regulation as well as de-escalation.

### **Equality** (See Appreciating difference)

We are committed to an education that benefits us all, to a socially just, more equal society. *'We feel equal in class. Other people don't come across as better than me. They may know more about something but the teachers want us to share our learning.'* (Pupil self-report 2020) (See Appreciating Difference). We avoid comparisons and we look to ensure all pupils feel valued, feel seen, feel supported. (See Comparisons)

'Equality of Opportunity is not the same as treating everyone the same because people need different things in life to get the same opportunities. Everyone can learn but they learn in different ways. We need to help people get to the same place but it might take a different amount of time and one's person's journey might be zigzaggy and another person's might seem quite straight. Having said that, someone's straight journey might look straight but we're not in their heads and they might be having to try really hard, eg working extra at home, to keep their journey straight. We all have to try really hard to understand each other as best as we can; understand we're on different journeys– and try to fit them in as best we can.' (Year 6 pupils 2022)

### **Expectations**

We want our pupils to dig deep, take pride in themselves /surprise themselves with what they discover about themselves and their relationships and by what they can achieve. We aim to hold our pupils and ourselves to high standards of conduct and a good attitude to learning. We must remain realistic about rules which can end up being inconsistently applied because there are endless possible variables – incorporating different individuals in different circumstances at different times in different emotional states. Individuals need to use their judgement each time.

### **Faith**

At the heart of our approach lies a faith in people. We assume people are doing their best. We do not treat children as 'unformed' and their behaviour as wilful and obstructive. Of course they need to have parameters, to feel safe- we all do- but that shouldn't stop us treating them as 'young people,' to demonstrate we have faith in them. (See Curiosity)

### **Feelings**

We teach children explicitly about feelings and the importance of recognising them and expressing them (See PSHE).

We use the principles from Emotion Coaching to sensitively support pupils to reflect on relationships and behaviours.

The five essential steps of Emotion Coaching:

- Be aware of the child's emotion
- Recognize the child's expression of emotion as an opportunity for learning
- Listen with empathy and validate the child's feelings (*Notice*)

- Help the child learn to label their emotions with words (*Name*)
- Set limits when you are helping the child to solve problems or deal with upsetting situations appropriately

We also use 'Zones of Regulation' to talk to pupils about their emotional regulation and to express themselves emotionally on an ongoing basis. We differentiate our approach for pupils who are emotionally dysregulated. (See Appreciating Difference)

### **Forgiveness**

We see forgiveness as a central, key value. We see it as one of the hardest values to live by and one of the most critical if we are to learn from our mistakes and move forward together. Forgiveness is intrinsic to the restorative process and a core value for the school, explored deeply through collective worship. (See Restorative)

### **Growth Mindset**

Carol Dweck's 'Growth Mindset' research has had a profound impact on the way we teach at Minchinhampton, as well as how we manage our school. Dweck and her colleagues are interested in people's beliefs about their ability. They found that the more a person had a growth mindset (the belief that we can become more capable with time and effort), the more likely they were to be successful in life: in essence they proved the age old maxim 'it's really important to believe in yourself.' We look to embrace mistakes in all aspects of school life- as a key resource for learning, as a fact of life, as something human. Behaviour is seen in this light- as another aspect of learning.

### **Honesty**

We value honesty and encourage our pupils to learn from their mistakes. Our commitment to listening and forgiveness make room for honesty. We put great store by acts of honesty. We give it a high profile when looking to resolve issues and during collective worship.

### **Individuals**

The vision expects fascination with the individual, with ourselves, with others. (See Curiosity) *'The same things which are helps to one person towards cultivation of his higher nature, are hindrances to another....Such are the differences among human beings...that unless there is a corresponding diversity in their modes of life, they neither obtain their fair share of happiness, nor grow up to the mental, moral and aesthetic stature of which their nature is capable.'* -John Stuart Mill. This fascination with the individual makes the act of teaching an endlessly enriching and fulfilling experience. It is enough.

### **Independence** (see Autonomy, Responsibility)

We aim for pupils to become ever more independent learners as they progress through the school. We believe in giving pupils autonomy in their learning wherever we can and we expect them to use their initiative and solve problems/ learning dilemmas more and more independently.

In the classroom we refer to the 5B's to encourage pupils to be more independent:-

Brain  
Board  
Book  
Buddy  
Boss

### **Induction**

All new staff undergo careful induction, including critically an introduction and explanation around this relationships policy.

### **Investigations**

We investigate any incident thoroughly to ensure we reach the most objective and accurate conclusion. This should include making no assumptions from the outset and asking pupils to account for their behaviour first. We always seek out difference perspectives and eye-witness accounts to ensure as much accuracy as possible. We aim to listen without prejudice to individual accounts.

*must look to adopt an approach that means 'disengaging temporarily from our own sense of right and wrong and opening ourselves to the moral logic of people with whom we disagree.' (taken from Love section)*

### **Language**

We recognise the language we use reflects how we think. We recognise the language we use as well as the tone of voice we use will be instrumental in achieving constructive outcomes for and with children. We recognise the importance of consistency between adults in the language they use. A number of appendices to this policy are devoted to detailing the kind of language/ language prompts we as a school use, including around attitudes to learning, independence, listening, choices, praise, feelings and behaviour management.

### **Learning**

We are all about the learning and constant ongoing development. (See Curiosity)  
When things go wrong we see this as an opportunity for learning. We see behaviour as part of learning, as part of the curriculum. We feel strongly that *'to see the act of learning as something not for its own sake but because of what it will get you reduces the wonder of humanity. We are thinking, feeling, art-making, knowledge-hungry, marvellous animals, who understand ourselves and our world through the act of learning. It is an end in itself. It has far more to offer than the things it lets us write on application forms. It is a way to love living right now'* (Matt Haig).

### **Listening**

We value talk- we possibly value listening even more. This is an area our pupils sometimes struggle with. We give pupils as many structured opportunities as we can where good active listening is necessary- eg P4C, debating, talk partners, restorative conversations. Good listening is a key challenge and a key expectation.

### **Love**

We look to follow Jesus's command to 'Love one another. As I have loved you, so you must love one another.' We must look to appreciate our differences; must look to adopt an approach that means *'disengaging temporarily from our own sense of right and wrong and opening ourselves to the moral logic of people with whom we disagree.'* D . We want our school to be a happy school where children learn to be happy but not at the expense of others' happiness.

### **Mindfulness**

We teach mindfulness to our pupils. The Paws b Mindfulness in Schools Project has been shown to reduce anxiety, distress, reactivity and bad behaviour; to improve sleep and self-esteem, and bring about greater calmness and self-awareness.

*'Every experience if it is done with mindfulness is clear, distinct, real and hence not automatic, mechanical, diffuse. The person who has reached a state of mindfulness is awake, aware of reality in its depth and concentratedness; he is concentrated and not distracted.'* E Fromm -*The Art of Being* p.51

### **Mistakes**

We accept we will [all make mistakes](#) - **forgiving** ourselves and others for these mistakes; knowing that mistakes are an opportunity to learn. *"The wound is the place where the Light enters you."* - Rumi

### **Modelling**

We recognise it is critical that we practice what we preach. We just aim for our principles to permeate all thought and action; we must constantly and consistently model it. 'I believe that education means to acquaint the young with the best heritage of the human race. But while much of this heritage is expressed in words, it is effective only if these words become reality in the person of the teacher and in the practice and structure of society. Only the word that has materialised in the flesh can influence man; the idea that remains a word influences only words.' Erich Fromm *Beyond The Chains of Illusion* p.167

### **Non-judgemental**

We must do our level best not to 'other' people's behaviour. It is too often still our natural default when we hear about/ see someone struggling with their mental health/ emotionally dysregulated -to start putting it away from us. Thoughts like, '...I feel really sorry for them but they really should...if that was me I would....' Responses are too often a combination of advice, self-satisfaction, sympathy, judgement. We all need to hang onto a healthy dose of 'there but for the grace of God go I. (See Comparison)

### **PACE**

PACE stands for Playfulness, Acceptance, Curiosity and Empathy.

We look to PACE as a way of thinking, feeling, communicating and behaving in order to foster positive relationships. It is based upon how parents connect with their very young infants. As with young toddlers, with safety the child can begin to explore. With PACE, the troubled child can start to look at himself and let others start to see them, or get closer emotionally. They can start to trust.



(See Appendix)

## **Parents**

We like to work in a very close partnership with parents and we will, wherever possible, encourage parental involvement. With their support and understanding we will seek to understand, support and encourage our pupils. We will offer support to parents when an individual child is struggling and expect parents to contact the school whenever they need.

### Parents can help by:-

- following the Relationships Charter
- encouraging children to realise the importance of the school and taking an interest in their learning and behaviour.
- meeting teachers regularly, so that they know how their child is progressing.
- assisting with activities where appropriate.
- positively endorsing the school's vision and aims and talking about the positive behaviours and values we set out to achieve.
- discussing any problems promptly with school
- supporting the efforts of their children when they receive praise

## **Perseverance**

We stress the importance of perseverance. We are all trying to do our best but sometimes we make the same mistake repeatedly. We try to teach our pupils resilience, teach them to keep trying. (See Growth Mindset, Mistakes, Learning)

## **Philosophy for Children (see Appendices)**

We engage in Philosophy for Children (P4C) is a powerful educational approach which has been found through research studies to have cognitive and social benefits for children and schools.

Attainment and happiness are increased. It is centred on philosophical enquiry, where a trained teacher encourages children to think and reason as a group. It supports Personal, Social and Health Education and complements many government initiatives and education strategies. P4C is short for Philosophy for Children. Expectations re how pupils conduct themselves in a P4C session support good listening and cooperation.

## **Promotion**

The central principles of this policy are displayed around school; this to encourage thinking and to initiate positive dialogue regarding the principles. We encourage children to consider these principles in every area of school activity and pupils are helped to recognise examples of good behaviour at all times.

## **Politeness**

Our relationships must be founded in part on mutual respect and care. For us good manners are about this, about respect for each other. We will have high expectations of manners.

### **Positivity/ positive feedback**

We do not have a detailed set of extrinsic rewards- believing we should be striving instead for pupils to see the intrinsic value in themselves and in what they learn.

We focus upon activities that will help pupils reach for intrinsic value, this through:-

- the celebration of learning,
- self-reflection
- and autonomy.

Where we do celebrate:-

1. we are careful not to make comparisons (See Comparisons)
2. we try not to promise the celebration ahead of time
3. we aim to celebrate everyone

We will look to communicate with home when pupils and their teachers feel there is something significant to share/ celebrate. We do this through:-

- tapestry,
- texts home from teacher/pupil on a regular basis
- postcards home from support staff
- regular verbal feedback
- Open afternoons

As far as possible we look to maintain positive thoughts, positive dialogue and give positive feedback. We never talk about or think about children in a way that puts a ceiling on our aspirations for them or their life chances. We talk about the benefits of learning generally.

### **Positive Handling** (see Physical Intervention Policy)

The Team Teach approach enables staff at Minchinhampton to comply with legal responsibilities to safeguard people and services. It develops and supports a positive behaviour management with training to promote a balanced approach towards reducing risk, restraint and restriction.

In rare individual cases the use of physical interventions may be needed. Staff should only use physical intervention as the very last resort when a child's or an adult's safety is threatened or the child in question is likely to cause significant damage to school property. Staff using physical interventions will have received appropriate training and an individualised risk assessment been made. It should never be used punitively.

### **Praise** (see Appendix)

We look to recognise positive relationships and positive behaviour wherever and whenever we can. We are generous in our praise and enthusiasm about children and

their achievements. We are free with how much we praise but careful how we praise- see appendix. We aim to praise for growth- we provide feedback that describes/ acknowledges specifics. We talk about the learning of individuals in a way that admires and appreciates efforts and choices. We do not offer praise that 'judges' intelligence or talent or sets out to control behaviour. We prize the effort not praise the result

### **Pride**

We want our pupils to have pride in what they do, pride in themselves. This is a key expectation. (See Challenge). We discuss openly the value of pride as well as humility. (See Perseverance)

### **Professional Development**

We recognise the need to go on learning and in particular to go on learning about children's needs. Training includes/ has included:-

- ACES, Autism, ADHD, Pathological Avoidance, Restorative Practice, Mindfulness, Restorative Circles, Mental Health First Aid, dyslexia, co-regulation, zones of regulation, Team Teach

We commit to learning on an ongoing basis through our monitoring and review of our practice (eg briefing meetings) and through ongoing dialogue around pupil needs (eg RAG forms).

### **PSHCE and RSHE**

Our PSHCE and RSHE curriculum supports children's understanding of personal responsibility and positive life choices. The PSHE curriculum will be used both as a planned curriculum and as a resource for use with pupils and whole classes when things go wrong.

### **Record -keeping**

-We keep thorough records of significant incidents and information regarding behaviour and wellbeing on CPoms. The DSL team reviews CPoms regularly.

-All actions as a result of this information are recorded on the Pupil Wellbeing Plan which is updated and reviewed daily. Staff are expected to hold the baton of an incident until they are sure appropriate action has been taken. The HT/DHT review actions regularly. (see also Support).

### **Reflection**

We aim to be reflective. We build self evaluation into lessons. Each class puts aside time on a Thursday to review learning that has taken place. They reflect on experiences and thinking and record thoughts in their Reflection Journals.

### **Relationships**

- We believe emotional intelligence and relationships lie at the heart of a healthy human existence. *'If you were designing a curriculum in proportion to its eventual contribution to a good life, half of it at least would be devoted to relationships.'* Alain De Botton

- We want to encourage/ allow for concentrated relationships; to support active listening and the deeper understanding of others which push us to respond to them with compassion and care. (See Listening, Politeness)

## **Responsibility**

Pupils are encouraged to take on responsibility in class; around school and for people beyond school. When pupils make a 'mistake' in their behaviour, they are expected to take responsibility for their mistake/ to see their mistake as an opportunity to learn. We support individual pupils then to avoid these mistakes in the future- as we would do in say maths. We may use responsibilities around the school as a way to support them, as a practical, hands on approach to helping pupils understand the consequences of their actions and help them see how they can contribute. Examples might include reading with a younger pupil or working as a play-leader.

We help them to take responsibility for themselves and others. *'Teach children to see that there are many contributing causes to any problem and to take responsibility for what they have contributed to the problem, without blaming themselves for things out of their control.- (Martin Seligman).*

We encourage them to take responsibility for their responses and their actions; to recognise we all play our part and we all have impact on the world.

*'Of all the existing things some are in our power, and others are not in our power. In our power are thought, impulse, will to get, and will to avoid, and, in a word, everything which is our own doing.'* Epictetus- *Enchiridion*

(See Common Good)

## **Responsiveness**

We constantly use words like 'flexibility' and 'responsiveness' when discussing our methods. In all dealings with children, we look to be fascinated by what might be going on inside their head- this way lies good learning. When we approach a child who is struggling we ask 'why is this happening?' then 'what can I do to help?'

(See Individuals)

## **Restorative** (see Appendices)

When there is conflict, 'Restorative Practice' focuses on building, maintaining and restoring relationships and giving people agency in their own lives. *"It's all about how to re-build relationships when things go wrong; about trying to understand other people's feelings and our own"*(Year 6 Student 2020)

## **REFLECT - REPAIR - RECONNECT**

With its roots in the practices of indigenous peoples and through a belief in people and relationships, restorative practice brings attention to many vital aspects of our school culture: how we get along with each other; our differences as an asset; the importance of curiosity rather than judgement and collaboration rather than competition; being responsible for what's yours and allowing others to be responsible for what's theirs; listening to understand; asking more than telling; and kindness. Staff

and students are encouraged to use the restorative practice questions, displayed on the posters throughout school.

We ask the following questions when looking to restore relationships in a restorative conversation:

What happened?

What were you feeling/ thinking at the time?

What are you feeling/ thinking now?

Who has been affected? How have you been affected?

What is needed to make things right?

What support do you need to do this?

## **SEND**

We understand that some children exhibit particular behaviours based on Adverse Childhood Experiences (ACES), a Special Educational Need and/or Disability (SEND) or another underlying Behavioural Emotional and Social difficulty (BESD). As a school, we recognise that their behaviour is their way of communicating their emotions and subsequently may require bespoke support to accommodate their additional behavioural needs. Some children may require in and out of class support during break and lunchtimes, for individuals to meet the school behaviour expectations. This will be achieved through structured support and personalised support plans which are shared with all staff and parents.

## **Self-importance**

We let our pupils know that they are important but no more important than anyone else. We guide them to constantly consider others in their dealings with others. We encourage them to recognise we are all part of something bigger than ourselves; to tap into their natural creativity; to support them to make a valuable contribution;

## **Strengths**

We recognise growth relies in part upon self-appreciation and gratitude...

- We want to enjoy individuality and celebrate our human creativity, our own uniqueness and be grateful for what we have and are.

*'And I think of each life as a flower, as common*

*As a field daisy, and as singular.'* -Mary Oliver

In Year 4 pupils take the PENN State University Strengths Assessment.

## **Supportive of pupils**

We aim for a supportive approach for all. Where a child needs more in depth support, we generally operate a 'team around the child' where a child's needs are discussed and reviewed thoroughly, including liaison with the child concerned, all adults involved including parents. We tailor our response and strategies to the needs of the child.

Good practice re planning for needs includes:-

- My Plans for those pupils struggling with emotional/ social
- Individual Behaviour Plans for pupils who have been involved in bullying

- Attendance Plans for those whose attendance is weak
- Individual Learning Plans for pupils who are dysregulated and struggling to stay in a classroom environment
- RAGS for pupils who are dysregulated and we need to understand their needs better

Good practice re supporting pupils includes:-

- Den
- Inner Space lunchtime support for those pupils struggling at lunchtimes
- Play Therapy,
- Cranial Osteopathy
- TA's supporting individuals with their pastoral needs

### **Supportive of staff**

We recognise how challenging behaviour and emotions can be stressful for those adults working with these children. We look to ensure ongoing review and supervision support these members of staff. We look to ensure there are structured opportunities through the week/term to support staff with this challenge. Good practice includes:-

- Monday briefing meetings for all staff before the start of school.
- Balent circles or problem solving circles during staff meetings
- Emotion coaching/ mentoring for those staff who need it
- Wellbeing Wednesdays
- Class/Team meetings
- DSL supervision meetings 6x a year
- Pastoral supervision between HT and Pastoral lead 1x a week
- Planning meetings between Play Therapist and teachers
- Encouraging each other to maintain a healthy work-life balance

### **Thinking**

We work hard to counter our inbuilt prejudices and to have 'helpful' thoughts. The way we think about something clearly affects how we respond- how we speak to/ how we act towards someone who is struggling. In this context we see helpful thoughts as the ones that are more empathetic, compassionate, constructive.

Example: As we approach a child who is struggling, two thoughts are useful:- 1. Why are they behaving this way? 2. What can I do to help? This way of thinking clearly sees behaviour as the communication of something that needs addressing.

Example: We try to keep in mind 'PACE' when working through a problem or a moment of upset, which stands for 'Playfulness...Acceptance...Curiosity...Empathy.'

Example: We encourage people to think before they speak, to consider-

Is it **True**? Is it **Honest**? Is it **Inspiring**? Is it **Necessary**? Is it **Kind**?

### **Transition & induction**

Expectations and parameters are re-stated at the outset of every year both in classes and in whole school assemblies. Pupils returning from an exclusion will have a expectations redrawn in a re-induction meeting and clarified in a Pastoral Support Plan (or in their My Plan if this is more appropriate).

### **Trauma- informed**

The school's practice and policy is trauma-informed- that is we look to provide empathic, relational responses when children exhibit distressed behaviours brought on by adverse childhood experiences.

### **Trust**

The school vision is preoccupied with putting people first and assuming they are doing their best. Some behaviour policies take mistrust as their starting point. Ernest Hemingway said, 'The best way to find out if you can trust somebody is to trust them.' We want to trust first and ask questions later.

(See Faith)

### **Understanding**

We try to devote as much of our mental energy as possible towards understanding each other rather than criticism and judgement. For those pupils who are emotionally dysregulated, we record our understanding on RAG forms. Restorative conversations are designed to help us to understand each other better and hence find constructive ways forward. (See Restorative, Individuals)

### **Value**

We know above all else that pupils and adults alike feel better for having strong, secure relationships and feeling valued. We want our pupils to know, 'I am lovable.' Our school needs to be '*a place where the future is bursting with possibility. A place where they (pupils) are loved and can learn to love.*' (Debra Kidd, 2014) (See Relationships)

### **Voice**

Our starting assumption is that we are all born with a desire for knowledge and a desire to get it right. We must do everything we can, as a primary school, to maintain and nurture that desire as well as offer pupils the opportunity to think beyond their own experiences. We are excited by what our pupils bring to the table and wary of talking too much, of losing their voice as learners. Where possible we would like a learning process which engages both adults and pupils in partnership. '*We can never put ourselves in the shoes of children; we cannot fathom their thoughts, we lend them ours; and always following our own reasoning, we stuff their heads with extravagance and error.*' (Rousseau) (See autonomy, Individuals)

### **Wisdom**

We want our pupils to develop the **wisdom** to solve problems; to help them respond well when things go wrong; when they are faced with risk, uncertainty and emotional exposure. We accept this is a long and difficult journey for us all - we look to concern

ourselves not with the destination but with the act of walking in the right direction, in hope. We aim for spirituality and wisdom borne out of knowledge of the world within as well as the world without; *'People who learn to control inner experience will be able to determine the quality of their lives, which is as close as any of us can come to being happy....how we feel about ourselves, the joy we get from living, ultimately depends directly on how the mind filters and interprets everyday experiences.'* -(M. Csikszentmihalyi).

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## **Implementation and Review of the policy**

### Implementation:

In order to best ensure the success of this policy the following implementation plan has been drawn up:

A slimline version of the policy will be available for quick reference

- All new staff will have this policy communicated to them.
- During the first week of every term, pupils will be reminded of the school's expectations and the positive behaviours/ values we want to aim for.
- The positive behaviours/ values will be prominently displayed around the school.
- Assemblies about bullying, appreciating difference and all the core values and expectations will be ongoing.
- Appreciating difference and core values will be included wherever relevant and timely in the curriculum.
- All staff will adhere to the PSHCE and RSHE curriculum. The PSHE curriculum will be used both as a planned curriculum and as a resource for use with pupils and whole classes when things go wrong.

### Monitoring and review

To ensure the relevance and success of this policy it is imperative that regular reviews take place as follows:

We review and evaluate behaviour on an ongoing basis through ongoing record keeping on the Pupil Wellbeing Log.

The HT holds a weekly Monday morning briefing to discuss individual and whole school trends and next steps.

DSL's will meet 6 times a year to review systems and individuals

The HT and Pastoral lead meet on a weekly basis to discuss individuals

The HT/Pastoral lead will meet the Play Therapist and other members of the pastoral support to discuss individuals on an ongoing basis.

HT/SLT will listen to staff voice also through staff meetings, TA meetings.

Individual voices will be heard through mentoring / emotion coaching of staff who have concerns.

The HT will listen to pupil and parent voice in School Council meetings; through interviews of pupils; through Parent Forums.

Governors will regularly evaluate behaviour through analysis of data and visits to the school

The whole policy is fully reviewed every 2 years.



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## APPENDICES

1. Summary of responsibilities
2. Praise
3. Self-evaluation
4. PACE
5. Relationships Charter
6. TIPPS for regulation

### **Appendix 1:** Summary of responsibilities

Parents' responsibilities are:

- To make children aware of appropriate behaviour in all situations including outside of school.
- To encourage independence and self-discipline
- To show an interest in all that their child does in school.
- To foster good relationships with the school.
- To support the school in the implementation of this policy.
- To be aware of the expectations.

Staff responsibilities are:-

- To treat all children fairly and with respect.
- To raise children's self-esteem and develop their full potential.
- To provide a challenging, interesting and relevant curriculum.
- To create a safe and pleasant environment, physically and emotionally.
- To use rules and sanctions clearly and consistently.
- To be a good role model.
- To form a good relationship with parents so that all children can see that the key adults in their lives share a common aim.
- To recognise that each child is an individual and to be aware of their (special) needs.
- To offer a framework for social education.
- To inform senior staff and/or parents of behaviour that causes particular concern.

Children's responsibilities are:-

- To work to the best of their abilities and allow others to do the same.
- To treat other people with respect.
- To listen to and act upon the instructions of the school staff.
- To take care of property and the environment in and out of school.
- To co-operate with other children and adults.

### **Appendix 2: Praising: how to phrase our praise**

### **Growth mindset phrasing which simply offers feedback:**

'You have used descriptive adjectives. Your writing paints a really clear picture of the scene for me. I feel like I'm actually there.'

'You seem to have developed a real interest in non fiction books.'

'You have worked out how to get the ball rolling fast enough so it reaches the bucket.'

'You've given me a lot to think about –I hadn't thought of it that way before.'

'Hmm that's interesting- I wonder what else you could find out.'

### **Growth mindset phrasing for praising pupils:**

'You really studied for your test and your improvement shows it. You read the material over several times, you outlined it and you tested yourself on it. It really worked.'

'I like the way you tried all kinds of strategies on that maths problem until you finally got it. You thought of a lot of different ways to do it and found the one that worked.' 'I like that you have taken on a challenging investigation in science. It's going to take a lot of cooperation, thinking and measuring. You are going to learn so much.' 'I know you used to find school easy and you used to feel like the smart kid all the time. But the truth is that you weren't always using your brain to its fullest. I'm really excited to see you stretching yourself now and working to learn things you find hard.' 'That task was so long and involved. I really admire the way you concentrated and finished it.'

'That picture of yours has so many beautiful colours. Tell me about it.' 'You put so much thought into this. I feel like I'm seeing the book in a whole new light.'

'The passion you put into your singing gives me a real feeling of joy. How do you feel when you're singing?'

'It's great that you're finding that tricky- it means you are learning.'

'I'm impressed with the way you persevered when you were mediating.' 'OK, so how could you make your den big enough for the whole group.'

'This presentation tells me you have carried out the work thoroughly.' 'I like the way you have laid out your reading journal- you must be very proud of it.' 'You have been very thorough (as a play leader) preparing for today's activities.' 'I really like the contributions you have made to this morning's discussion- they showed you empathised with the character.'

'I can see by the way you are sitting that you are listening well to this assembly.' 'It's great to see you taking part in the play-leading.'

**Growth mindset phrasing for encouraging pupils:**

'I like the effort you are putting in- keep persevering with your talk partner and you could well gain a better understanding.'

'We all have different learning curves. This may take you a little longer than some just as they probably took longer to master the hockey dribbling yesterday- but you will get there if you keep persevering like this.'

'Everyone learns in a different way. We will find your way in if we keep looking.'

### Appendix 3: Language for behaviour management

#### Amber behaviours: classroom

eg:-

- Not showing respect to the person talking to you
- Not listening to what others say
- Not following instructions
- Not looking after school equipment
- Not putting effort into your learning
- Distracting yourself and others from learning

#### Examples of language used by adults in response to attitudes to learning in the classroom

##### Reminders:

Remember at this school we actively listen to each other....we do not talk over each other

We try to make good choices in this class...

I can see you are..... (emotion coaching - identifying the emotion of the child)

I am feeling.....because you haven't..... (adult identifying their emotion to the child)

We take pride in what we do

We must all try to persevere... it feels great when you get there

It's important we all try to participate...we need to make sure our behaviour doesn't get in the way of someone else's learning.'

I need you to show me you are challenging yourself/ taking responsibility for your learning

SHELL everybody- thank you...I like the way you....

Remember in this school we keep our hands still when we are listening

Thank you .....

##### **Warnings:**

This is the second time I have spoken to you....

We need to have a longer chat about your behaviour and plan what to do next to support you.

We will meet after the class to talk this over

Thank you for listening. It is important that we had this conversation.

	<p><b>Taking action:</b></p> <p>If you choose to not show .....(pride in your work) ..... then I will have to ask you to leave the room and go to the parallel class.</p> <p>I am sorry- you are still not meeting the expectations for this class... you are now going to have to stay in at breaktime to do your work.</p> <p>If this continues I will need to send you to the head teacher/ meet your parents to discuss a plan to support you.</p>
<p><b>Amber behaviours: around school</b> Eg</p> <ul style="list-style-type: none"><li>-Running inside the school building</li><li>-Speaking unkindly to others</li><li>-Not being completely honest</li><li>-Not following instructions</li><li>-Not looking after school equipment</li><li>-Being unkind to others</li><li>-Not keeping hands and feet to yourself</li></ul>	<p><b>Examples of language used by adults in response to attitudes to learning/others in the school and playground</b></p> <p><b>Reminders:</b></p> <p><u>Inside the building:</u></p> <p>At this school we walk quietly through the building</p> <p>We need to take responsibility ....walk/ work quietly so as not to disturb other learners</p> <p>Single file please...thank you</p> <p>It's polite and helpful to hold the door open for others... thank you for doing that</p> <p>SHELL please everybody</p> <p>We all try to sit still and quiet and face the front in assembly...it's a place of learning and reflection</p> <p>Well done that class....look how respectfully they are leaving the hall</p> <p>That belongs to us all...please look after it so others can use it too.</p> <p><u>Outside the building</u></p> <p>We look after living things in this school- no swinging on the branches of trees- thank you</p> <p>We must be responsible and look after school property- dry stone walls must be left alone and not climbed on</p> <p>This is a school and there are lots of children in one place- it's not safe to</p>

	<p>playfight- we need to act responsibly</p> <p>If we want to dig we do it over near the sandpit but no on the banks- we don't want to make the banks dangerous</p> <p>▪We look after play equipment in this school- it's there for everybody to use</p> <p>We play responsibly so that no one gets hurt</p> <p>We have compassion for anyone who might be feeling left out- we always set out to include them</p> <p>If we have an argument we always try to resolve it.</p> <p>We try to forgive people who have done something to us</p> <p><b>Warnings:</b></p> <p>This is the second time I have spoken to you....</p> <p>We need to have a longer chat about your behaviour and plan what to do next to support you.</p> <p>We will meet after the playtime to talk this over</p> <p>Thank you for listening. It is important that we had this conversation.</p> <p><b>Taking action:</b></p> <p>▪ Unfortunately I need to now ask you to sit on the bench...we have talked about following instructions .....</p> <p>I am going to need to send you into school to Mr Moss....this kind of behaviour is irresponsible...</p> <p>I think your class teacher needs to know about this– you must try hard to follow the school rules</p>
	<p><b>Red behaviours:</b></p> <ol style="list-style-type: none"> <li>1)Bullying</li> <li>2)Racial or homophobic abuse</li> <li>3)Child on child abuse</li> <li>4)Violence of any kind- hitting, shoving, biting, fighting</li> <li>5) Damage to / stealing property;</li> <li>6) Rudeness;</li> <li>7) Swearing and verbal abuse</li> <li>8) Refusing to co-operate with a reasonable request</li> </ol>

## Appendix 5: SHELL

Sit

Hands

Eyes

Listen

Learn

## **Appendix 4: Restorative Conversations**





## **RESTORATIVE PRACTICE**

Reflect - Repair - Reconnect



**What happened?**



**What were you thinking /  
feeling at the time?**



**What do you think /  
feel about it now?**



**Who has been affected?  
How has this affected you?**



**What is needed to make  
things right?**



**What support do you need to  
do this?**

## Appendix 5

# THINK BEFORE YOU SPEAK

Is it **T**True?

Is it **H**Honest?

Is it **I**Inspiring?

Is it **N**Necessary?

Is it **K**Kind?

## Appendix 6: Philosophy for Children Expectations

### The 4C Posters

We're  
caring

thinkers when we...

- think about what's said
- listen to others carefully
- imagine how others feel
- don't interrupt
- wait our turn

We're  
creative

thinkers when we...

- make connections
- think of new ideas
- explore possibilities
- compare things
- suggest alternatives

We're  
collaborative

thinkers when we...

- speak to each other
- build on ideas
- are friendly and helpful
- share our experiences
- work together

We're  
critical

thinkers when we...

- ask 'big idea' questions
- test our ideas
- give good reasons
- look for evidence
- suggest conclusions

### Appendix 6: Key phrases and examples to help pupils frame their self evaluation—some thoughts

Please encourage children to describe their learning by using open ended questions.

*How did you do that?....'*

*What will you do next?'*

*What can you tell me about...?'*

*Tell me more*

Please encourage them to evaluate the process they went

through *What did you find easy about learning to...?*

*What are you most pleased about learning to...?*

*What really made you think/ did you find difficult while you were learning to...? What helped you when something got tricky while you were learning about...? What did you need more help with when learning to...?*

*How would you do things differently next time now that you know what you know?*

Please encourage children to evaluate the outcome for them

*What can you do that you couldn't do before?*

*What have you learnt that is new about...?*

*I changed my attitude about...*

*I became more aware about...*

*I was surprised by...*

Please encourage them to connect their learning to other learning *How do you think we can use what we have learnt today and in the future? This reminds me about....*

Please encourage them to evaluate the task itself

*How would you change this activity for another group/ class who were learning to....?*

## Appendix 5:

### Communication: PACE

<https://cavuhb.nhs.wales/files/resilience-project/resilience-project-logo-adjustments/pace-pdf/>

<https://www.oxfordshire.gov.uk/sites/default/files/file/children-and-families/PACEforteachers.pdf>

PACE stands for Playfulness, Acceptance, Curiosity and Empathy.

We look to PACE as a way of thinking, feeling, communicating and behaving in order to foster positive relationships. It is based upon how parents connect with their very young infants. As with young toddlers, with safety the child can begin to explore. With PACE, the troubled child can start to look at himself and let others start to see him, or get closer emotionally. He can start to trust.

### Playfulness

This is about creating an atmosphere of lightness and interest when you communicate. It means learning how to use a light tone with your voice, like you might use when storytelling, rather than an irritated or lecturing tone. It's about having fun, and expressing a sense of joy. It is similar to parent-infant interactions when both parent and infant are delighting in being with each other and getting to know each other. Both are feeling safe and relaxed. Neither feels judged nor criticised. Playful moments reassure both that their conflicts and separations are temporary and will never harm the strength of their relationship. Having a playful stance isn't about being funny all the time or making jokes when a child is sad. It's about helping children be more open to and experience what is positive in their life, one step at a time.

Sometimes a troubled child has given up on the idea of having good times and doesn't want to experience and share fun or enjoyment. Some children don't like affection or reject hugs. A playful stance can allow closeness but without the scary parts. When children find it hard to regulate their feelings, anger can become rage, fear, terror, and sadness, despair. If this is the case, then children may also find it hard to regulate feelings of excitement, joy and love. Feeling these emotions can sometimes turn to anxiety. Playfulness allows children to cope with positive feelings. It also gives hope. If you can help the child discover his own emerging sense of humour, this can help him wonder a little more about his life and how come he behaves in the ways that he does. When children laugh and giggle, they become less defensive or withdrawn and more reflective. A playful stance adds elements of fun and enjoyment in day-to-day life and can also diffuse a difficult or tense situation. The child is less likely to respond with anger and defensiveness when the parent has a touch of playfulness in his or her discipline. While such a response would not be appropriate at the time of major misbehaviour, when applied to minor behaviours, playfulness can help keep it all in perspective.

### Acceptance

Unconditional acceptance is at the core of the child's sense of safety. Acceptance is about actively communicating to the child that you accept the wishes, feelings, thoughts, urges, motives and perceptions that are underneath the outward behaviour. It is about accepting, without judgement or evaluation, her inner life. The child's inner life simply is; it is not *right* or *wrong*. Accepting the child's intentions does not imply accepting behaviour, which may be hurtful or harmful to another person or to self. The parent may be very firm in limiting behaviour while at the same time accepting the motives for the behaviour. One hopes that the child learns that while behaviour may be criticised and limited, this is not the same as criticising the child's *self*. The child then becomes more confident that conflict and discipline involves behaviour, not the relationship with parents nor her self-worth. Curiosity is the foundation of acceptance of whatever underlies the behaviour. Making sense of how the child has learnt to behave in certain ways can help with acceptance.

### Curiosity

Curiosity, without judgement, is how we help children become aware of their inner life, reflect upon the reasons for their behaviour, and then communicate it to their parents or therapist. Curiosity is wondering about the meaning behind the behaviour for the child. Curiosity lets the child know that the adults understand. Children often know that their behaviour was not appropriate. They often do not know why they did it or are reluctant to tell adults why. With curiosity the adults are conveying their intention to simply understand why and to help the child with understanding. The adult's intentions are to truly understand and help the child, not to lecture or convey that the child's inner life is *wrong* in some way. Curiosity involves a quiet, accepting tone that conveys a simple desire to understand the child: "*What do you think was going on? What do you think that was about?*" or "*I wonder what...?*" You say this without anticipating an answer or response from a child. This is different from asking the child, "*Why did you do that?*" with the expectation of a reply. It is not interpretation or fact gathering. It's just about getting to know the child and letting her know that. Curiosity must be communicated without annoyance about the behaviour. Being curious can, for example, include an attitude of being sad rather than angry when the child makes a mistake. A light curious tone and stance can get through to a child in a way that anger cannot. You might make guesses about what a child may be thinking and feeling, saying this aloud, and keeping it connected to the present. It can be about having a conversation, almost with yourself, with the child in the room, without anticipating a response. If an adult can stay curious about why their child is behaving as they are, the child and adult are less likely to feel cross or frustrated. As curiosity is non-judgemental, this can help the child to be open to how she, and other people, are thinking and feeling. Curiosity lets the child stay open and engaged in conversations. Children then start to reflect upon their own inner life with their parent and therapist and start to understand themselves. As the understanding deepens, the child can discover that her behaviour does not reflect something *bad* inside her, but

rather a thought, feeling, perception, or motive that was stressful, frightening, or confusing and could only be expressed through her behaviour. As the child communicates this to the adults, the need for the behaviour may reduce, and with that the behaviour itself. The child's feelings about the behaviour may change, with less defensiveness and shame but more guilt, leading to less of the behaviour.

### Empathy

**Empathy** lets the child feel *the adult's* compassion for her. Being empathic means the adult actively showing the child that the child's inner life is important to the adult and he or she wants to be with the child in her hard times. The Power of Empathy, *RSA Shorts* With **empathy**, when the child is sad or in distress the adult is feeling the sadness and distress with her and lets the child know that. The adult is demonstrating that he or she knows how difficult an experience is for the child. The adult is telling the child that she will not have to deal with the distress alone. The adult will stay with the child emotionally, providing comfort and support, and will not abandon her when she needs the adult the most. The adult is also communicating strength, love and commitment, with confidence that sharing the child's distress will not be too much. Together they will get through it.

### The impact of communication using the principles of PACE.

PACE focuses on the whole child, not simply the behaviour. It helps children be more secure with the adults and reflect upon themselves, their thoughts, feelings and behaviour, building the skills that are so necessary for maintaining a successful and satisfying life. The child discovers that they are doing the best that they can, and are not *bad or lazy or selfish*. Problems diminish as the need for them reduces. Through PACE and feeling safer, children discover that they can now do better. They learn to rely on adults, particularly their parents, and trust them to truly know them. They learn that their parents can look after them in a way that they could never do on their own. When children experience the adults doing the best they can to understand them and trying to work out together more effective ways for the child to understand, make sense of and manage their emotions, thoughts and behaviour they start to believe that the adults really will keep on trying until things get better for all of them. For adults, using PACE most of the time, they can reduce the level of conflict, defensiveness and withdrawal that tends to be ever present in the lives of troubled children. Using PACE enables the adult to see the strengths and positive features that lie underneath more negative and challenging behaviour.

## Appendix 6: The Relationships Charter

The charter aims to cover two aspects: interaction and communication, which we see as forming the bedrock of positive relationships in our organisation. In this context, we define 'interaction' as 'how we talk to each other' and 'communication' as 'what we communicate to each other.'

The charter aims to support all relationships within the school community including adult/adult, child/child and adult/child.

Given the central importance of relationships for delivering the best education possible for the children, the charter aims to have high expectations of relationships.

We recognise that at the heart of wellbeing we need positive, trusting **relationships**.

We have a Charter that looks to safeguard all relationships in our school.

The Charter		
RELATIONSHIPS CHARTER:::: <b>INTERACTIONS</b> AT MINCHINHAMPTON ACADEMY:		
ADULTS		PUPILS
WE TRY TO:-	WE TRY NOT TO:-	WE TRY TO:-
-be respectful towards each other, both in what we say and how we say it/ how we act.	-to become personal or use an aggressive or rude tone, including online.	-be polite
-be intent on finding a resolution to an issue--- aim to give the other person a good hearing and deal with it in private.	-not talk about others in a derogatory way in public, including online.	-look to sort out the problem
-say what is honest and kind and necessary	-be unkind in any way	-tell the truth



-stay positive and build on strengths	-become negative and dwell on weaknesses  -think badly of others	-be kind
-listen actively to each other/ give each other time to speak - ie with an open mind, to listen to understand	-pre-judge a situation	-listen carefully  -give others time to speak their mind
-put ourselves in the other person's shoes, to respect our own and other people's feelings and points of view equally	-see things from only our perspective	-understand others
-trust and value each other's perspectives on (partnership in) and roles in the children's lives (their learning and development)-- for example- child's self-awareness, parent as expert on their child// teacher as education professional.	-explicitly or implicitly demonstrate a lack of trust	-we value our differences
-have 'reasonable' expectations and make 'reasonable' requests based on an understanding of what each party will/can do and what they won't/can't do	-have expectations and make requests that disregard the time and resources available to the other person	-have sensible expectations

-acknowledge openly when we have made a mistake <i>or when we have misjudged a situation</i> and forgive others their mistakes when they are willing to learn from them.	-be judgemental towards one another when they have made a mistake	-accept that mistakes happen
-compromise when it is not possible to agree	-be uncompromising	-come half way
-be clear about what has been said/ what has been agreed as a next step	-be unclear about next steps	-agree on what to do next

RELATIONSHIPS CHARTER:::: <u>COMMUNICATION</u> AT MINCHINHAMPTON ACADEMY:		
ADULTS		PUPILS
GIVER/asker	RECEIVER/replier	
-to be consistent re how and where information provided	-to know of the regular channels for communication and stay abreast of information provided	-to know when it is important to listen
-to provide information that is clear, accurate and timely	-to take responsibility for accessing and storing information provided.	-to listen actively to instructions

-when making a request – provide receiver with a realistic time frame in which to respond	-to respond to a request in an organised and timely fashion....no more than 24 hours for most things// asap if urgent.	-to follow instructions
-to ensure style and content of communication is tailored to the audience- that context is taken account of (eg time available to read/ access the information)	-to have realistic expectations regarding quantity of communication- taking into account the context of the communicator/ time available eg school's primary purpose and time devoted to educating children	-to have realistic expectations of school—recognise you are one of many
-to give of our views and ideas freely but without expectation, in an ongoing dialogue around school improvement.	-to consider all views and ideas with an open mind	-to express your point of view  -to listen actively to other points of view and ideas
-to be familiar with the process for raising concerns or compliments, and that this starts with the individual teacher or parent	-to respond to any concern in a timely and constructive fashion.	-to know there is someone you can speak to if you are worried about something

## Appendix 7: Easy Guide to DBT's TIPP Skills

When emotions are out of control, you can use TIPP skills to bring down the intensity. There are four TIPP skills described in dialectical behavior therapy (DBT). Using them in a crisis can calm things to the point that we can then use other coping skills. DBT TIPP skills can be lifesavers. Sometimes emotion is so intense it takes away our ability to use our other coping skills. TIPP (or TIP) skills won't take the emotions away altogether. However, they help take the intensity down to a level where we can make use of the other things we

typically do to cope with difficult situations and feelings.

**Temperature** — by changing our body temperature, we can quickly decrease the intensity of an emotion. Dip your face in cold water (not less than 50 degrees) and hold your breath. Try to hold it there for 30 to 60 seconds. (Do not attempt this TIPP skill if you have cardiac problems.) If that's not feasible for you, try an ice pack on your face around your eyes and cheeks.

Putting your face in cold water helps ease intense emotion by triggering what's called the mammalian dive reflex. (See video below.) This reflex slows our heart rate and activates our parasympathetic nervous system. Emotion is something we often experience with our bodies. With this TIPP skill, we use our bodies to change our emotions.

If you use an ice pack on your face instead of cold water, try holding your breath at the same time to more fully stimulate the dive reflex.

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**Intense exercise** – by engaging in intense cardio/aerobic exercise, we engage our physical body in a way that de-escalates intense emotions. Ideally, try to exercise for 20 minutes or more, but if that's not possible, do what you can. Exercise so that your heart rate is 70% of its capacity. You can use [this calculator](#) to compute your target heart rate.

To get the most out of this DBT TIPP skill, write down your level of emotional intensity (rate it from 0 to 100) before you exercise and then afterward. See what the difference is. Pick a type of exercise that's available immediately — remember, the TIPP skills are meant for help with managing emotions now, not later.

One of the essential functions of emotions is to prepare us for action. When emotions are intense, the body is primed for intense activity; intense exercise can release that part of the emotional experience.

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**Paced breathing** – try to slow your breathing down to 5 or 6 breaths per minute. This means that your inbreath and outbreath put together should take 10 to 12 seconds. To help you do this, a timer or app can be very helpful. Try using the “[Paced Breathing](#)” app for android (configure this ahead of time for your desired pace of breathing) or the [Breathing App](#) for iPhone.

Just as with the temperature TIPP skill, paced breathing works by activating our parasympathetic nervous system. This, in turn, will slow our heart rate and decrease emotional intensity.

Breathe into your belly to allow for a deeper and slower breath cycle. Plan to do this exercise for at least five minutes; don't give yourself the option to stop early. Before you start, just like you did with exercise, write down your level of emotional arousal by rating it from 0 to 100. After five minutes, take stock of how different you feel from when you started.

Paced breathing in DBT can be thought of as a [mindfulness](#) skill. However, unlike most mindfulness exercises, this one does not require you to do anything specific with your mind. It's a physical exercise, not a mental one.

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**Paired muscle relaxation** – practice tensing your muscles as you breathe in for 5-6 seconds. Notice that feeling. Then relax them as you breathe out, paying attention to how that feels as you do it. Notice the difference between the feeling of tension and the feeling of relaxation. Go through each muscle group in the body (list can be found below) and tense then relax each one. As you relax a muscle group, say to yourself, “relax.”

Paired muscle relaxation is a DBT TIPP skill that improves with practice. It's helpful to practice it when you're not in an intense emotional state. That way, when you really need the skill, it will already be well-rehearsed.

It's important to say “relax” to yourself as you exhale and relax your muscles. This is where the “paired” in “paired muscle relaxation” comes in. By saying “relax” to yourself, you're pairing that word with the feeling of relaxing. This will help your ability to relax at times when you need to.

This skill is practiced by going through muscle groups in sequence, tensing then relaxing one at a time. Go through each of the following muscle groups:

- shoulders (raise shoulders up as high as possible)
- hands (make fists) arms (make fists and tense your forearms, biceps and triceps)
- forehead (wrinkle your forehead, lowering eyebrows)
- eyelids (shut them tightly)
- face (scrunch up nose and raise lips and cheeks)
- tongue and mouth (distort muscles around mouth, push tongue against roof of mouth)
- neck (push chin down toward chest)
- chest (take deep breath and hold it)
- back (arch your back)
- stomach (tense abdominal muscles)
- buttocks/glutes (squeeze together)
- thighs (tense quads and hamstrings)
- calves (point toes downward)
- ankles and feet (curl toes, heels out)