

Trauma Informed Relationships and Behaviour Policy



St. Martin's CE Primary School

S H I N E

Written and Adopted November 2023

Next Review Date September 2024

This Behaviour Policy has been written with reference to:

<https://www.gov.uk/government/publications/behaviour-and-discipline-in-schools>

Our Mission Statement

Whilst at St Martin's we will all work hard to SHINE. To be:

Spiritually and Socially responsible

High achievers

Independent

Nurtured and

Empowered to face life's challenges

This policy is designed to promote a positive ethos of good behaviour in which children can work and play well together with other people. There is a high expectation of behaviour in all aspects of the school day which places the needs of the child at its centre.

Our school will support all children including those displaying social, emotional and mental health (SEMH) difficulties. We maintain the belief that pupils' behaviour should be understood and can be modified, managed and enhanced in order to enable them to access learning.

Rationale behind the Mission Statement

The school is a Christian community under God of children, staff, parents, governors, relatives, friends and churches.

We exist to promote the spiritual, emotional, mental, academic and physical development of all our members, in which we may all grow to our full potential as Christian members of society.

We aim to achieve this by:

- Putting Christian values at the centre of our life.
- Providing the best possible learning opportunities to enable us to become lifelong learners.
- Providing a disciplined, sympathetic and caring structure within which we will find both safety and freedom to be ourselves, to express ourselves to develop good relationships and experience success.
- Giving all the opportunity to experience and enjoy many different aspects of life, including church activities, sport and music and to foster positive relationships between all within the community.

- Providing a stimulating and pleasant working environment that promotes good community life for all.
- Providing links with the wider community to enable a greater understanding of the diverse culture in which we live.
- Building effective partnerships with all parents and carers based on mutual respect.

Aims & Objectives

Our school aims to provide a caring, calm and secure environment in which tolerance, understanding and respect for others is fostered. We aim to promote a positive culture and to encourage in all pupils a sense of responsibility to themselves, to our school and to the wider community. This is achieved through governors, staff, pupils, parents/carers and working in partnership.

We aim to:

- Encourage a calm, purposeful and happy atmosphere conducive to good learning.
- Foster positive attitudes towards themselves and others which recognises and values achievements at all levels.
- Enable pupils to recognise and appreciate appropriate behaviour.
- Encourage increasing independence and self-discipline so each child learns to accept responsibility for their own behaviour and choices.
- Provide a consistent approach to behaviour management across the school.
- Make boundaries of acceptable behaviour clear and understand the relationship between actions and consequences.
- Enable pupils to feel safe in our school.
- Provide an interesting, well-planned curriculum that motivates children to learn alongside developing the social, emotional and behavioural skills.
- Implement mental health and trauma-informed approach to behaviour in our school.

This Behaviour and Relationships Policy seeks to inform, guide and support staff, parents/carers, and pupils to achieve these aims through actively promoting positive behaviour by reflecting on ten key aspects of school practice¹.

- Consistent trauma-informed approach to behaviour management
- Strong school leadership

¹ *Learning behaviour - the Report of the Practitioners' Group on School Behaviour and Discipline (2005)*

- Classroom management
- Rewards and consequences
- Behaviour strategies & the teaching of good behaviour
- Staff development and support
- Pupil support systems
- Liaison with parents/carers and other agencies
- Managing pupil transition
- Organisation and facilities

Our school is invested in supporting the very best possible relational health between;

- Parent and child
- Child and child
- Child and school staff
- Parent and school staff
- School staff
- School staff and senior leaders School
- staff and external agencies.

To this end our school is committed to educational practices which **Protect, Relate, Regulate and Reflect;**

Protect

Increased 'safety cues' in all aspects of the school day; 'meet and greet' at the classroom door and an open-door policy for informal discussions with parents/ carers. Staff trained in 'PACE' modes of interaction (Hughes 2015); being warm emphatic, playful and curious (proven to shift children out of flight/fright/freeze positions). Staff ensure that interactions with children are socially engaging and not socially defensive, to decrease likelihood of children relating defensively (flight/fright/freeze).

A whole school commitment to cease all use of harsh voices, shouting, put downs, criticism and shaming (proven to be damaging psychologically and neurologically).

Staff 'interactively repair' occasions when they themselves move into defensiveness. Pedagogic interventions that help staff to get to know children better on an individual basis e.g. 'I wish my teacher knew'. (What matters to them, who matters to them, their dreams, hopes). This is key to enabling children to feel safe enough to talk, if they wish, about painful life experiences, which are interfering with their ability to learn and their quality of life.

Vulnerable children have easy and daily access to at least one named, emotionally available adult, and know when and where to find that adult. If the child does not wish to connect with the allocated adult, an alternative adult is found.

School staff adjust expectations around vulnerable children to correspond with their developmental capabilities and experience of traumatic stress. This includes removing vulnerable and traumatised children in a kind and non-judgmental way from situations they are not managing well (e.g. children who are continually triggered into alarm states in the main playground can access calmer, smaller areas with emotionally regulating adults).

Provision of a clear, confidential and non-shaming system of self-referral for children's help/talk time. The nurturing of staff in such a way that they feel truly valued and emotionally-regulated and in so doing to support them to interact throughout the school day with positive social engagement rather than defensiveness.

Relate

A whole-school commitment to enabling children to see themselves, their relationships and the world positively, rather than through a lens of threat, danger or self-blame. Vulnerable children provided with repeated relational opportunities (with emotionally available adults) to make the shift from 'blocked trust' (not feeling psychologically safe with anyone) to trust, and from self-help to 'help seeking'.

Regulate

Relational interventions specifically designed to bring down stress hormone levels (e.g. from toxic to tolerable) in vulnerable children, enabling them to feel calm, soothed and safe. This is to support learning, quality of life and protect against stress-induced physical and mental illness, now and in later life.

Evidence-based interventions that aim to repair psychological damage and brain damage caused by traumatic life experiences, through emotionally regulating, playful, enriched adult-child interactions.

The emotional well-being and regulating of staff are treated as a priority to prevent burnt out, stress-related absence, or leaving the profession through stress-related illness, secondary trauma and/or feeling undervalued, blamed or shamed.

Reflect

Staff training and development and training in the art of good listening, dialogue, empathy and understanding (instead of asking a series of questions/ giving lectures).

Provision of skills and resources to support parents and staff in meaning empathetic conversations with vulnerable children who want to talk about their lives. This is to empower children to better manage their home situations and life in general.

Within the context of an established and trusted relationship with a member of staff (working alliance), children are given the means and opportunity to symbolise painful life experiences through images as well as words, as a key part of 'working through' these experiences and memory re-consolidation. Means include the provision of different modes of expression, e.g. art/play/drama/ music/sand/emotion worksheets/emotion cards.

PSHE (Personal, Social and Health Education) and psycho-education as preventative input, informed by current research psychological and neuroscience) on mental health, mental ill-health (full range of specific conditions), relationships (including parenting) emotions, social media and tools for how to 'do life well'. Curricular content enables children to make informed

choices about how they relate to others, how they live their lives, and how they treat their brains, bodies and minds.

Staff development and training to help children move from 'behaving' their trauma/painful life experiences, to reflecting on those experiences. Staff learn to do this through empathetic conversation, addressing children's negative self-referencing and helping them develop positive, coherent narratives about their lives.

Consistency & Leadership

Consistent yet flexible implementation of this policy by all is vital, to consider the varied and complex needs of the pupils who attend our school. The policy should also promote regular attendance, a good work ethic, self-discipline and respect for others.

To help us achieve our aims we will:

- provide a clear set of rules, rewards and consequences in each classroom through consultation with staff and children at the start of each year which are based on our school expectations;
- publicise the above so that everyone is clear about what is expected and approaches to behaviour management are consistent across the school;
- ensure that there are consistent nurturing practices across the school;
- ensure a trauma-informed approach is embedded across the school so that the mental health and wellbeing of pupils and staff is a priority;
- ensure that children understand the meaning of inappropriate and unsafe behaviour and bullying and know how the school will deal with it.

Our Relationships and Behaviour Policy acknowledges the school's legal duties under the Equality Act 2010 in respect of safeguarding and in respect of pupils with special educational needs (SEN). The policy also operates within agreed legal guidelines as follows:

Education Act 1996
School Standards and Framework Act 1998
Education Act 2002
Education and Inspections Act 2006
School Information (England) Regulations 2008
Equality Act 2010
Education Act 2011

Classroom Management

We encourage good behaviour through communication of high expectations, clear policies and an ethos which fosters discipline and mutual respect between staff and pupils. Expectations and routines are explicitly taught to the children to ensure consistency of approach.

Each class has a clearly displayed set of classroom promises, which all children have agreed to abide by.

Our Classroom Promises follow these key principles

- We listen carefully and follow the instructions the first time of asking.
- We treat other people how we would like to be treated.
- We work quietly without disturbing our classmates.
- We always tell the truth.
- We always do our best.
- We treat the things and people in our school with respect.

These expectations are clearly displayed in every classroom. Staff reinforce these displays by drawing attention to them daily as part of their classroom management strategies.

Everyone within our school has the right to feel safe and secure, and all incidents of violence will be dealt with bearing this in mind. Physical and verbal aggression, and bullying is unacceptable and will be challenged and managed. All reported incidents of bullying whether they are observed by staff or reported by a pupil or parent will be dealt with rapidly and from the premise that bullying is unacceptable. Parents/carers will always be informed if their child has been physically aggressive towards other pupils or staff, or if they have been the perpetrator or victim of bullying behaviour (*see Anti-Bullying Policy*).

Rewards and Consequences

We regularly celebrate the success of all pupils in a variety of ways as we recognise that focussing on success and positive outcomes is essential in developing a positive culture and ethos. We celebrate these successes in many ways including;

- Children enjoy 'Family Time' to promote Christian values where they support and encourage each other, demonstrating cooperation and modelling good behaviour choices.

- Star and sticker systems to be used to reinforce good behaviour either individually or by group.
- Verbal praise given.
- Postcards sent home.
- Christian Values assemblies and recognition.
- Achievement to be recognised by sharing it with the class, other year groups, parents and the Headteacher.
- Achievement to be recognised by publishing on St. Martin's website/social media.
- Learner of the week and other similar awards given in assembly, e.g. merits.- Always Club membership for consistent good behaviour.
- Children who receive additional support may follow individual positive reward systems.
- Proud Cloud certificates in EYFS.
- Peer acknowledgement through Jigsaw award (Jiggy of the Week).
- SHINE bands in Year 6
- Merits
- Class-specific rewards (Star of the day, secret SHINer, Superstar learners, Secret Skill etc.)

Although our school aims to focus on positives at all times, there are unfortunately occasions when some pupils may display unacceptable or inappropriate behaviour. All of our staff will undergo regular Trauma Informed training and key information including ACES and external factors where appropriate, will be shared promptly with relevant staff. All of our staff understand that presented behaviour are often an outcome or a response to ACES and will adopt and implement trauma-informed strategies that pre-empt unacceptable behaviour.

We want pupils to take responsibility for their behaviour and will encourage pupils to do this through restorative justice approaches which enable pupils to reflect upon their behaviour and to make amends. This process does not, however, replace consequences.

In our school we know that consistent management of behaviour is essential for pupils to understand what is expected of them and to avoid mixed messages. It is vital that pupils learn early on in life that there are always consequences for poor and unacceptable behaviour which undermine the positive atmosphere of our school community.

The consequences of not keeping to the expectations are clearly taught to the children. The consequences are short, clear and progressive. Pupils are taught to understand that it is their choice to break a rule and they must take responsibility for making that choice. Our school's expectations about behaviour also apply to all off-site activities, educational visits and whilst children are being transported.

Strategies and consequences across our school are as follows

EYFS	Key Stage 1	Key Stage 2
Verbal reminder	Verbal reminder	Verbal reminder
2 minutes reflective time in the class thinking space	Directed use of the Regulation Station	Directed use of the Regulation Station
Supported reflection using the Regulation Station	Supported reflection using the Regulation Station	Supported reflection using the Regulation Station
LLT recorded on Arbor and paid back at the first available opportunity	LLT recorded on Arbor and paid back at the first available opportunity	LLT recorded on Arbor and paid back at the first available opportunity
Supported reflection with a member of SLT	Supported reflection with a member of SLT	Supported reflection with a member of SLT

Internal suspensions may be given with the agreement of the Senior Leadership Team and recorded appropriately. A fixed term suspension is the decision of the Headteacher following an investigation. Internal suspensions and fixed term suspensions are usually consequences of behaviours which have caused significant health and safety risks or have had a significant impact upon the safety and learning of others.

Consequences should always be reinforced by telephone calls to parents and recorded on our school's MIS system, Arbor. Any behaviour consequences in grey on the above table should be logged on Arbor. Any time out of class will be logged as lost learning time (LLT) and paid back at the next available opportunity.

Suspensions will be shared with parents and logged with the local authority.

Behaviour Strategies and the Teaching of Good Behaviour

It is recognised that good behaviour needs to be modelled and taught. We embed the PACE (Play, Acceptance, Curiosity, Empathy) approach originated by Hughes in order to support a child's social engagement system. The development of positive pupil/staff relationships along with effective teaching which recognises individual needs encourages children to behave in appropriate and less challenging ways.

Staff use a range of strategies which allow pupils to learn how to manage their emotions more effectively without disrupting the learning of others. These strategies may include:

- Time alone in another part of the classroom (a safe space)
- Time out of class with a known adult supporting at the Regulation Station
- Teaching Assistant or pastoral intervention
- Use of a calm/sensory box at the Regulation Station
- Use of a quiet room such as the Sensory Space or the Jungle Room

In order to model appropriate behaviour in the playground, midday supervisors and support staff play games and encourage the children to play appropriately with their peers. Support staff alongside midday staff will supervise children during lunch and breaks at all times and a rota for this is in place. This establishes strong relationships between pupils and staff, providing secure attachments and key adult figures.

Staff will use physical intervention of a pupil if their behaviour is placing themselves or others safety at risk and will do so only as a very last resort. All staff will be trained in Physical Intervention by an approved provider (Intelligensa). A log of training will be kept and maintained to ensure training is current. All physical interventions will be recorded on Arbor and information passed on to all parties as soon as possible after the event.

In extreme cases staff have the right to ask for Police Intervention.

Confiscation of inappropriate items:

There are two sets of legal provisions which enable staff to confiscate items from pupils.

1. The general power to discipline enables staff to confiscate, retain or dispose of a pupil's property as a punishment, so long as it is reasonable in the circumstances.
2. Power to search without consent for 'prohibited items' including knives and weapons, alcohol, illegal drugs, stolen items, tobacco and cigarette papers and articles that have been or is likely to be used to commit an offence, cause personal injury or damage to property.

Weapons, knives and extreme or child pornography **must** always be handed over to the Police..

Behaviour outside school premises

As a school we have statutory powers under Section 89(5) of the Education and Inspection Act 2006 to regulate the behaviour of pupils when off the school premises and not supervised by staff. Regulation must be reasonable and is as follows:

- consequences can be imposed when a pupil is on the school site or otherwise under the lawful control or charge of a member of staff.
- consequences can be imposed when a pupil is on a school trip or being transported - in these circumstances the pupil may have to wait until they are back in school for the consequence.

- cyber bullying - where parents or children are treated inappropriately using phones, internet, email or social networking by a child at school, they are advised to bring phones or copies of pages from sites into school, report using the CEOP's website, contact the Police or all three.

In acting reasonably to regulate pupil behaviour when off the school site, staff will consider the following principles:

- the severity of the behaviour.
- where the behaviour took place.
- the extent to which our school's reputation has been affected.
- the extent to which the behaviour would have an impact on the orderly running of our school.
- the extent to which the behaviour might pose a threat to another pupil or staff member (e.g. bullying behaviour, threatening behaviour, extortion).

Staff Development & Support

The induction of new staff includes an introduction to our Relationships and Behaviour Policy. Staff briefings at the start and end of every day enables relevant information about children to be shared and regular class, key stage and whole school meetings also allow for this. Staff have opportunities to discuss difficulties within an open and non-judgemental framework. This may include informal and private conversations with colleagues, staff debriefing, formal mentoring, supervision, annual appraisal and staff meetings. Regular and on-going training is provided to ensure all staff are skilled professionals and are able to manage challenging behaviour in a consistent and professional manner.

Pupil support systems

Pupils are expected to adhere to the agreed school expectations and strive to meet and reflect on their personalised behaviour targets where relevant. They are always able to request a meeting with a member of staff that they feel comfortable with and more general concerns or suggestions can be voiced through social times such as shared play, circle time and nurture breakfast time.

If a pupil makes a complaint or allegation against a member of staff, the onus is on the person making the complaint to prove that his/her allegations are true - it is not for the member of staff to show that he/she has acted reasonably. Suspension must not be an automatic response when a member of staff has been accused of using excessive force (*see Complaints Procedure and/or Allegations against Staff documentation*).

Liaison with parents/carers and other agencies

Parental support for our Relationships and Behaviour Policy, and the encouragement of their child to adhere to it, is an important part of making positive changes in their child's attitudes and behaviour.

Parents/carers are encouraged to contact our school whenever they need to with any concerns they may have, and are encouraged to be proactive in sharing and solving problems as they arise. Any child whose behaviour is a continued cause of concern may be put on to a Daily Behaviour Diary depending on the circumstances. This communication will be drawn up between parents, child and school (staff) to closely monitor behaviour at school and home, enabling a two way process to be in place. An appropriate time scale will be agreed by all parties, at the end of which a further meeting will take place to check on progress or otherwise.

Managing pupil transition

Changing school is often a time of increased anxiety for pupils and may result in behaviours escalating. We aim to support pupil and parents/carers wherever possible to ease the transition of both coming into and leaving our school.

Playground Behaviour

Verbal praise, class rewards, and stickers can be used to reinforce good behaviour. Children are expected to play fairly and equipment may be provided. Play fighting will not be accepted as a form of play.

Some children find unstructured play times and lunchtimes more difficult. For these individuals, a Playground Promise can be used to support their understanding of acceptable behaviour, and the consequences of not being safe. Playground Promises should be used after discussion with parents.

Consequences

Consequences for unacceptable behaviour in the playground are:

- Verbal warning
- Outdoor Regulation Station accessed
- Removal from playground for the remainder of playtime
- Loss of subsequent playtimes

After School Activities

Activities outside of school are provided by the staff at St Martin's and some outside agencies throughout the year. We see this as a continuation of the school day and as such expect the same standards of behaviour from our pupils. If a child behaves in a way that is not appropriate they will be warned about their conduct and if the behaviour continues then they will be asked not to attend any further extra-curricular activities for a period of time (this will include all activities attended by the child, initially for one week).

Organisation and facilities

Teachers establish strong routines both in their classrooms and across our school which help greatly to establish the smooth running of the school.

Due to individual needs of the pupils there may be times when a pupil may not be managing within a group and require a period of reflection or calm down time. This may be done using a quiet space or room, such as the sensory space or the Jungle Room. In these situations, children are supervised at all times by an adult (two where appropriate) and used for no longer than is necessary. This time should be used as constructively as possible and children are supported in getting back into class.

Links to other policies

This policy does not stand alone and should be read in conjunction with the staff Code of Conduct and the following school policies:

- Child protection & Safeguarding
- Anti-Bullying
- E-safety & Acceptable Use
- Home-school agreement
- SEND
- Physical Intervention
- PSHE
- Equality, Diversity & Cohesion
- Attendance
- Teaching & Learning
- Off-Site Visits & Outdoor Education
- Health and Safety

Monitoring & Review

It is the responsibility of all staff to incorporate, reinforce and model these expectations in their everyday work, their teaching of lessons and their interactions with pupils.

It is the responsibility of the Head Teacher and the Senior Leadership Team to lead, support and monitor the consistent implementation of this policy.

The Head Teacher and the Senior Leadership team are expected to monitor the implementation of the policy ensuring equality for all and that the school's defining principles are upheld.

This policy is subject to annual review by the governing body and staff.

Associated Resources

1. <https://www.gov.uk/government/publications/use-of-reasonable-force-inschools>
2. <https://www.gov.uk/government/publications/searching-screening-and-confiscation>
3. <https://www.gov.uk/government/publications/school-exclusion>
4. <https://www.gov.uk/government/publications/keeping-children-safe-in-education>
5. <https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>
6. <https://www.gov.uk/government/publications/good-behaviour-in-schools-checklist-for-teachers>