



Hillcross Primary School

Behaviour Policy

Mission, Vision and Culture

At Hillcross we enable our children to think differently, aim high and achieve.

Through our school culture of high aspiration, embracing challenge, collaboration, shared responsibility and respect for each other, we aim for Hillcross to be the number one school of choice for the local community. Our outstanding practice in all we do alongside our dynamic and ambitious curriculum provides all our children with rich opportunities and experiences for high quality learning and wider personal development.

Aims & Values

It is a primary aim of Hillcross Primary School that every member of the community feels happy, safe and secure, and that each person is valued and treated fairly.

We are a caring community, whose values are built on mutual trust and respect for all. Therefore, the primary aim of the behaviour policy is not a system to enforce rules but a means of promoting good relationships and helping us to develop into responsible citizens/adults, so that people can work together with the common purpose of helping everyone to learn.

Good behaviour underpins effective learning, and children need good personal and social skills in order to live fulfilling and rewarding lives as adults. We believe it to be a highly important aspect of children's education and development that they learn to behave well towards others and towards the community in which they live. We focus on developing specific Habits of Mind (see Supporting Positive Behaviour Choices section below) that help everyone in our school community to develop a positive, considerate mind-set. This enables children to grow in a safe and secure environment, and to become responsible and increasingly independent members of the community.

We expect high standards of behaviour from everyone within the Hillcross Primary School community. Our expectations are designed for the safety of everyone in order to maximise the potential in every child and we ask for parent and staff support to uphold them. Our main expectation is that we all show care and consideration for each other.

We are a Rights Respecting School and so this approach links closely to **Article 29** (right to education) of The United Nations **Convention on the Rights of the Child**, or UNCRC, which states: 'Every child has the right to an education. Primary education must be free and different forms of secondary education must be available to every child. **Discipline in schools must respect children's dignity and their rights.** Richer countries must help poorer countries achieve this. You have the right to a good quality education. You should be encouraged to go to school to the highest level you can.'

We strongly believe that a positive approach to discipline is the best one, promoting good behaviour through an ethos of kindness and cooperation. Therefore, we are proactive and take steps to minimise, if not eliminate, the occurrence of unacceptable behaviour through the constant promotion of positive behaviours. However, whilst this policy is designed to promote good behaviour, it also contains our policy on sanctions with regard to pupils' persistent or extreme negative behaviour, including our policy on exclusions.

When things go wrong, as they sometimes do, we apply a restorative approach to behaviour management, which has resulted in a culture in which inappropriate behaviour is reduced, and pupils are able to take responsibility for their behaviour as well as for their learning. Children and staff understand that whilst we will always deal



Hillcross Primary School

appropriately with inappropriate behaviour, it is important to act with empathy and ascertain what is causing the child to behave in this manner.

We treat all children fairly and apply this behaviour policy in a consistent way, regardless of race, gender, age or ability. Because we are an inclusive school, and endeavour to meet the needs of all children (including those with emotional and behavioural difficulties), we will always make reasonable adjustments to support individual pupils' additional needs with the aim of reducing the likelihood of high-risk behaviours. We recognise that whilst all pupils will benefit from a clear structure for behaviour, some pupils will require a more personalised approach. We have a separate **Positive Behaviour Support Policy** which outlines how we support staff to manage high risk incidents and the need for positive relationships between school and all families in these situations.

In all disciplinary actions it is essential that the child knows that it is the behaviour which is unacceptable and not the child as a person.

“Every day, in a 100 small ways, our children ask, ‘Do you hear me? Do you see me? Do I matter?’ Their behaviour often reflects our response.” ~ L.R. Knost

Ethos

We want everyone to be involved in learning, aim for achievement at their highest possible level and experience and celebrate success.

Everyone has a responsibility to ensure that:

- Learning is the priority
- They show respect, courtesy and consideration towards all members of the school community
- They are honest and co-operative with others in order to build positive relationships
- Everyone is praised for positive behaviour choices and success is celebrated (Habits of Mind (HOMs) being one of the key strategies employed to do so)
- They follow and apply the rules and procedures of the school consistently within the same boundaries.

(Please see **Appendix 1** for more detailed information on Roles and Responsibilities)

All members of the school community are expected to contribute positively to the wider community by:

- Promoting a positive image of the school
- Respecting members of the wider community and their property.

School Rules/Code of Behaviour

- Our school rules/code of behaviour is based on our school values, the 16 Habits of Mind, the International Rights and Responsibilities of children (Rights Respecting School) and the views of our school community.
- These are clearly displayed in the classrooms and around the school in written and visual formats.
- References are routinely made to these and their underlying purposes, as part of lessons and all other aspects of school life, such as during assemblies, when partaking in inter house and school competitions etc. to reinforce it.

Our rules/code of behaviour states that:

1. We ALL have the RIGHT to learn

It is EVERYONE'S RESPONSIBILITY to:

- ✓ Aim high in our learning, take responsible risks and persist to make sure it is the best it can be.
- ✓ Take responsible risks in their learning, make mistakes and learn from them.
- ✓ Value others' right to learn by making the right choices about their own learning and behaviour.



Hillcross Primary School

- ✓ Ensure equipment and resources are used appropriately and looked after.
- ✓ Ensure all equipment and resources are returned to their places after use.
- ✓ Help keep our classroom tidy, even if we have not created the mess.

2. We ALL have the RIGHT to be respected

It is EVERYONE'S RESPONSIBILITY to:

- ✓ Value difference and hold back on our opinions and prejudices so that we can think flexibly and consider alternative ideas and approaches.
- ✓ Allow others to have their own thoughts and opinions, even if we do not share them.
- ✓ Choose words carefully to avoid hurting others or creating a misunderstanding.
- ✓ Consider things from other people's point of view - listen with empathy.
- ✓ Speak and act appropriately and politely to each other - do not speak over or under the person speaking.
- ✓ Be willing to listen to the ideas of others, allow everyone the chance to be heard. Seek consensus and accept feedback.

3. We ALL have the RIGHT to feel safe

It is EVERYONE'S RESPONSIBILITY to:

- ✓ Inform a trusted adult if they are concerned about any member of our school community.
- ✓ Use the school environment and equipment safely, always walking quietly when inside.
- ✓ Look out for possible dangers and report them to a member of staff immediately.
- ✓ Keep the school tidy.
- ✓ Try to manage our emotions and remain calm at all times.
- ✓ Consider the consequences of our actions for ourselves and others.
- ✓ Listen and follow instructions given to us.
- ✓ Take responsible risks, make mistakes and learn from them.
- ✓ Think positively before you act and work cooperatively to find peaceful solutions to any problems that arise.
- ✓ Move around the class and school quietly and safely.

Safety is of paramount importance and additional more specific rules relating to key areas such as the playground, the gym and the dinner hall are shared with children and displayed as appropriate. Everyone is expected to praise children for following these rules and to reminding children of these rules if necessary.

Supporting Positive Behaviour Choices

At Hillcross we recognise that happy, secure and engaged learners make the best behaviour choices. Therefore, we keep learning at the heart of all we do and ensure children have access to an exciting, broad and balanced curriculum that is linked to their interests and experiences. Our creative and carefully planned approach to teaching and learning ensures that children are enthusiastic, motivated and exposed to high quality first teaching. This includes using and applying a range of thinking tools to support and challenge each child's development and provide them with the skills to make positive choices ongoing. High expectations from staff and meaningful, relevant learning experiences are carefully matched to the varying needs of every child. Additionally, we create a positive school environment and promote children's self-esteem and confidence. We also place a strong emphasis on developing children's personal, social and emotional development. A child who feels confident as a learner will engage more enthusiastically in the challenges of learning and take more risks. Developing relationships is also key. A child who has positive relationships and interactions with others may be less inclined to present 'unwanted behaviours' and follow the behaviour code in place.

A focused learning atmosphere that reduces the opportunity for inappropriate behaviour is created in a range of ways. Positive rewards such: 'Habits of Mind' tokens, headteacher awards and visiting other staff members to celebrate successes are just some of the ways in which we at Hillcross encourage positive behaviours and choices.



Hillcross Primary School

There are explicit and consistent routines both in and out of class for children to follow; these encourage independence and reduce the need for calling out or distracting others. Children are involved in establishing and managing rules, routines, as well as the environment, as this enables them to have ownership of these and behave accordingly.

All staff consistently promote high expectations of the children and each other. We take the time to ensure that all children understand the school's expectations and collaborate actively with parents and carers, so that children receive consistent messages about how to behave at home and at school. Please see **appendix 2** for more information about the importance of Positive Behaviour Management.

There are also some explicit elements to our curriculum and school provision that support and promote positive behaviour:

Philosophy for Children (P4C) - is a collaborative approach to discussion and enquiry. Through questions which are open-ended and rigorous, it offers learners the opportunity to develop their thinking skills through exploratory talk and careful use of reasoning. P4C develops skills of collaboration and the understanding of other views and opinions and dealing with these respectfully. This also allows for them to develop positive attitudes and dispositions which are necessary for both higher level thinking and behaviour. It promotes the 4 C's of being: Creative, Collaborative, Creative and Caring.

Habits of Mind – are a set of 16 problem solving, life-related skills developed by Art Costa, that are necessary to effectively operate in society and promote positive thinking. These habits promote skills such as: managing impulsivities, listening with understanding and empathy and thinking and communicating with clarity and precision amongst others. In response to the international pandemic and the impact of COVID on our children and families, we have introduced a 17th HOM which is resilience. This teaches children how to recover quickly from challenges and difficulties. Please see **appendix 3** for an overview of the 16 Habits.

PSHE Curriculum - this curriculum subject reinforces the following themes across all year groups throughout the year: relationships, health and wellbeing, and living in the wider world. This programme of study supports teachers in planning high quality, regular PSHE lessons which addresses positive and negative behaviours, as well as the objectives linked to the statutory documents: Relationships Education, Relationships and Sex Education (RSE) and Health Education.

Specialist Support - some children, at certain times in their life, may require additional support to make the right behavioural choices due to difficulties they are experiencing or as a result of additional needs they may have. Hillcross therefore has a positive nurturing approach, and if and when needed, supports children in smaller groups or on a 1:1 basis. In addition to this, we have qualified Emotional Literacy Support Assistants (ELSAs) to support children who are struggling and might need some social skills training. Some of the areas that ELSA covers are: Self-esteem, team building, friendships, social skills, counselling, anger management or understanding emotions. All staff also receive regular training around our agreed procedures for de-escalating potentially volatile situations and have been trained on 'Nurturing Positive Attachments' which will benefit affected children and the management of their negative behaviours.

Class Charter - At the beginning of each school year a class charter is created, and based around the whole school expectations. These expectations (rules) are discussed and agreed by the class teacher, support staff and children. They are clearly displayed in the classroom near to the main whole class teaching area and understood by all. These expectations are reviewed at the beginning of each new term, week and sometimes session, where appropriate, so the children are aware of their importance and the expectations are frequently reaffirmed with the children.

Rewards



Hillcross Primary School

It is vital to recognise achievement – both behavioural and academic. At Hillcross, we celebrate good work, behaviour, attitudes as well as an individual’s effort. We encourage all children to do their best and recognise each child’s self-discipline through positive praise and rewards. Although we understand, accept and use tangible rewards, it is our intention to make children independently able to manage their own behaviour and take responsibility for their actions. The ultimate aim is for our children to have self-discipline and a good moral understanding of how their behaviour (positive or negative) impacts on those around them.

Foundation Stage

The Foundation stage has incorporated the whole school Habits of Mind focus into their existing ‘You Can Do It’ system to ensure the children are able to access it at an appropriate level.

Rewards
1. Non-verbal praise (e.g. thumbs up)
2. Verbal Praise/Positive Words linked to a You Can Do It and/or the class charter.
3. Peer Group Praise (Class or Assembly)
4. ‘You Can Do It!’ Token to be added next to the reward chart linked to relevant key. (To give a sticker is optional)
4a. Cumulative You Can Do It tokens to be rewarded as follows: <ul style="list-style-type: none"> ● 10 tokens = badge given in assembly ● 10 tokens in every area = medal ● 20 tokens = certificate given in assembly ● 20 tokens in every area = Celebration party with Lisa Francis ● 30 tokens in one area = wristband ● 30 tokens in all areas = ‘You Can Do It!’ bear
5. Sent to share good news with another adult or senior leader.
6. Whole Class Reward System agreed by each individual class (as and when necessary)
7. Headteacher Award (for always behaving well and voted by children in each class)

Note: A child cannot lose a reward once it has been awarded.

Key Stage One and Two

Rewards
1. Non-verbal praise (e.g. thumbs up)
2. Verbal Praise/Positive Words linked to a Habit of Mind and/or the class charter and relevant token awarded.
3. Written praise linked to a Habit of Mind and/or the class charter and relevant token awarded. <i>(If using a tiered system to support the class charter the child can be moved along/up)</i>
4. Cumulative HOM tokens to be rewarded as follows: <ul style="list-style-type: none"> 10 tokens = badge given in assembly 10 tokens in every habit = postcard sent home 20 tokens = certificate given in assembly 20 tokens in every area = celebration with the Head teacher 30 tokens in one area = wristband 30 tokens in all areas = Habits of Mind trophy and star badge
5. Peer Group Praise (Class or Assembly) <i>(If using ‘Star of the Week’ or equivalent system, children are awarded this tribute.)</i> <i>(If using a tiered system to support that class charter, move up again/ further towards the goal so that child is clearly ‘ahead of the pack’.)</i>
6. Sent to share good news with another adult or senior leader.
7. Whole Class Reward System agreed by each individual class (as and when necessary)



Hillcross Primary School

8. Headteacher Award (for always behaving well and voted by children in each class)

Habits of Mind (HOM)

In line with our recognised Thinking School status, the main reward element of our behaviour system links to The 16 Habits of Mind, identified by Art Costa (although we now have a 17th HOM - see above). This is because these behaviours are the ones which successful people display most frequently. These habits help all of us develop into thoughtful, compassionate, and cooperative learners who can thrive in school and the outside world. It is important that HOMs are fairly rewarded, if a child needs frequent daily rewards, a bespoke behaviour chart system will be introduced.

We focus on six Habits of Mind each year, which are chosen by the children, parents and staff and take into account areas which need further development according to our school cohort. These HOMs are shared, discussed and awarded in all aspects of school life such as: for work, behaviour and attitude, during assemblies and collective worship, for home learning tasks, when representing the school in a sporting event etc. Children can be awarded HOM tokens by any member of staff, when they are seen displaying a specific behaviour. This may be given verbally or written down and will then be transferred onto the class Habits of Mind Record Sheet that is displayed in every room. **Class teachers will ensure that the relevant HOMs, and the chart used to record these, are clearly displayed. HOMs should be recorded daily and a record of who has earned a badge or certificate should be recorded weekly and shared with Sadie Brooker (who then prepares their awards to which are celebrated in our achievement collective worship sessions).** The general expectation is that children will achieve 10 tokens in each area within each school term, reaching 30 by the end of the year. When children achieve 10, 20 or 30 tokens for a specific habit, they are awarded with badges, certificates and wrist bands. See Rewards and Consequences section below for the rewards resulting from the collection of HOM tokens. Although awarding HOMs is the main reward given, stickers can be used alongside this to motivate children even further. What is imperative, is that the children know what they are being rewarded for. Staff should be clear in their explanation. For example, "Toby, I am awarding you a resilience token, because you have managed to complete the task, and kept trying even though you made a few mistakes and needed support, you didn't give up.

Headteacher Award

A half termly award is given to a maximum of three children in each class to recognise their exemplary behaviour, work, and attitude. These are children who consistently demonstrate positive behaviour choices, are good role models and always make the right choices. This is not intended to be a reward that everyone receives across the year, but one that recognises those children whose behaviour is exemplary at all times. If this results in the same child being nominated and voted for every term, they should still be awarded this achievement, as it reflects that these children always follow school and class rules and are a good role model to others. A child who has had a behaviour log (Level 2 or 3 behaviours) during that half term, cannot be nominated until the following half term, as long as their behaviour choices have improved and there have been no further logs.

This must be a democratic vote whereby children, alongside the teacher, will nominate classmates having modelled exemplary behaviour over the half term. The class teachers will facilitate a discussion as to whether this child should be one of the nominees or not, based on their behaviour overall. This should also include the nominees assessing their own behaviours and deciding whether or not they deserve to be considered.

- Children will be given a Headteacher Award certificate in the final phase assembly of the half term, usually by the Phase Leader.
- All children given a Headteacher Award will meet with Lisa Francis at the end of the half term for an exclusive celebration.
- There will be a Headteacher Award display in school, this will include photographs of the winners in each class from Nursery to Year 6.



Hillcross Primary School

- A Headteacher Award page will be set up on the achievement section of the website to celebrate their success.

Responsibilities:

- Class teachers will write out the certificates and give them to the phase leader prior to the assembly.
- The receipt of the award will be recorded on SIMs by the class teacher.
- The class teacher will inform the Headteacher's PA who has been chosen for the award by completing the Headteacher Award Nominees form, found in the Operational tab on Google Noticeboard. Class teachers must indicate if the child **does not** have permission for their photograph to go on the school website and indicate if the child has any food allergies.
- The Headteacher's PA will add the information to the half termly achievements newsletter, update the website and print off photographs to amend the display in school.

School Values Ambassadors

Each term a child in every class will be selected as an ambassador for one of the school values. The school values are: aspiration, challenge, collaboration, respect and responsibility. The process for identifying the children is the same as that for the Headteacher award with a focus on those children who continuously uphold the value in all they do and act as a role model for others.

The House Point System

The house system operates consistently throughout the school and is designed to promote collaboration and collective achievement amongst staff, parents and children of all ages. It also allows for a healthy measure of good hearted competition.

- Children and staff are allocated to one of four houses as part of the admissions/induction process.
- The Headteacher and Deputy Headteacher are not allocated to a house in order to ensure impartiality.
- Each house earns points via collective achievement such as best attendance or sports day performance.
- Additional opportunities to earn house points are provided across the year such as an Easter Egg hunt, staff competitions, completion of the parent questionnaires and donations such as jam jars for the summer fair, clothes collections for charities etc.
- Points are tallied and displayed in the school hall and on the homepage of the website.
- The house with the most points at the end of each term receives a reward.
- The house with most points at the end of the year receives an even more significant reward.

In exceptional circumstances, achievements related to positive behaviour choices will be shared with the school community via the school newsletter, website or in assembly where a child, group or class is singled out as role models. For example: a child/ group being rewarded the REFSPECT award at a school competition, recognition from a member of the community for an act which displays our school values.

Whole Class/Group Intervention reward system (Optional)

In some classes/groups the teacher/teaching assistant may use a group system to encourage on-task behaviour. The focus will be agreed with an individual class or group and should always be discussed with a SLT member before implementation. The aim is to encourage collaboration and help children to understand the concept of collective responsibility. This system should be used to promote positive behaviours during the school day such as: lining up and moving around the school silently, ensuring transitions between lessons are smooth and quick or getting ready to go home at the end of the day. This should support whole class initiatives and encourage team work.

Staff may choose a system that works well for specific children or groups (who might need support) ; this may range from specific praise for meeting expectations to a more specific system such as 'Star' or 'role model' of the week award or a tiered system. Before implementing a bespoke system, this must first be discussed with the relevant Phase Leader to ensure it fits with the overall school ethos. **The class teacher will ensure that the system is clearly**



Hillcross Primary School

identified and displayed next to the class charter, so that all adults and children within the class have a clear understanding of how to provide appropriate sanctions or rewards.

An agreed behavioural target will be set (this is most effective if children identify these themselves). This can be promoted in different ways, for example, beads in a jar or a point system. E.g. Once **25** marbles (or equivalent) have been collected, the class earns a group reward. The group reward should be suggested and voted on by the class (democracy and individual liberty linked to British values). The reward agreed will be proportionate e.g. extra playtime, watching a section of a movie, extra ICT time or team building games. Once **25** marbles (or equivalent) have been collected, the class earns a group reward. The group reward should be suggested and voted on by the class (democracy and individual liberty linked to British values). The reward agreed will be proportionate e.g. extra playtime, watching a section of a movie, extra ICT time or team building games.

Consistency is key when trying to successfully implement a new strategy. It should be clear to follow, even for someone who has not worked in your class previously. To ensure all children and adults understand the expectations and which behaviours earn rewards, the class teacher will ensure that the identified behaviour is clearly identified and displayed in each classroom, such as a 'Y' chart (what it would' look like, feel like and sound like' if this target was being met/ followed well) so that all adults who work with the children can support the system consistently. The marbles/alternative reward should never be taken out of the jar. If the children do not meet the target, they simply don't earn the reward. Once habits have been formed, and the children are consistently doing what is expected, it might no longer be necessary to use this approach. Children will then revert to being individually rewarded with HOMS. If however there are other areas for development, this can then be targeted in a similar way.

This will be even more effective if shared with other staff and SLT members who will then comment on and reward the group or class when the desired behaviours are witnessed.

Stickers

On occasion a member of staff may wish to reward a child with a sticker. Where this does occur this will **complement** the main school focus on awarding HOMS.

Consequences

The school recognises the importance of a consistent and clear approach to managing behaviour. Consequences for inappropriate behaviour are fair and related to the inappropriate behaviour demonstrated.



Hillcross Primary School

Level of Behaviour	Example Behaviours	Possible Consequences
1	<ul style="list-style-type: none">● Chatting to others off task● Fiddling, tapping● Making noises, whistling, humming, singing● Swinging on chair● Not following adult instructions <p><i>If children do not stop when asked and continue in a deliberate manner, this will then be recorded as a Level 2 Behaviour: Trying to distract others.</i></p>	<ul style="list-style-type: none">➤ Teachers will focus on the positive behaviour of others in the class to encourage those that are displaying the inappropriate behaviour to follow suit.➤ Eye contact to remind a child/ children of appropriate behaviour in a positive way (non-verbal)➤ Eye contact and a verbal reminder of appropriate behaviour and possibly a warning. The adult could share what the consequence would be, if the inappropriate behaviour were to continue.➤ Child given choices to correct inappropriate behaviour (i.e. a positive choice and consequence vs a negative choice and consequence). e.g. Sitting sensibly and listening OR working with the adult when everybody goes out for lunch.➤ Given time out in class to think about what they've done➤ Moved to a different place in the classroom



Hillcross Primary School

<p>2</p>	<ul style="list-style-type: none">● Refusal● Calling out● Trying to distract others e.g. repeated Level 1 behaviour/ making faces/ turning around● Encroaching on personal space of another child● Taking others belongings.● Talking over other people● Wandering around the class● Talking back disrespectfully● Disrespectful body language e.g. rolling eyes, facial expressions, shrugging● Inappropriate/disrespectful teasing, banter, jokes.● Name calling or insults. <p><i>If any of the above behaviours are regularly displayed causing disruption to the learning of others or adversely affecting the well-being of others this will then be recorded as a Level 3 behaviour: Persistent Disruptive Behaviour.</i></p>	<ul style="list-style-type: none">➤ Given time out in class to think about what they've done➤ Moved to a different place in the classroom➤ Withdrawal of privilege/loss of responsibility in class➤ Miss part of playtime with class teacher (discussion with adult)➤ Miss all of playtime (discussion with adult)➤ Miss part of lunchtime with class teacher (discussion with adult)➤ Miss part of playtime with SLT➤ Miss all of playtime with SLT➤ Miss part of lunchtime with SLT➤ Miss all of lunchtime with SLT➤ Time out in another class (with Phase Leader/SLT teacher).➤ Class teacher Check-in
----------	--	--



Hillcross Primary School

3	<ul style="list-style-type: none">● Play Fighting● Repeated inappropriate/disrespectful teasing, banter, jokes.● Bullying● Racism● Homophobia● Inappropriate Online Behaviour● Defiance (direct refusal)● Verbal Abuse● Offensive Language or Gesture including swearing● Damage to property including graffiti, toilet paper misuse● Threatening/Intimidation● Physical aggression/assault e.g. wounding, fighting, jostling, use of missiles● Obstruction● Sexual Misconduct e.g. sexual graffiti, lewd behaviour, inappropriate touch● Carrying an offensive weapon.● Drugs and Alcohol related, including smoking.● Theft● Persistent Disruptive Behaviour	<ul style="list-style-type: none">➤ Miss part of playtime with SLT➤ Miss all of playtime with SLT➤ Miss part of lunchtime with SLT➤ Miss all of lunchtime with SLT➤ Time out in another class (with Phase Leader/SLT teacher).➤ Class teacher Check-in➤ Phase Leader Check-in➤ SLT Check-in➤ SLT Meeting with child and family➤ Withdrawal of privilege/loss of responsibility wider school➤ Pastoral Support➤ Involvement of Outside Agency➤ Internal exclusion➤ Fixed-term Exclusion
---	---	---

The language used must ensure that children know it is the behaviour that is inappropriate, not the child themselves. Discussions and consequences must be balanced with a restorative approach, positive support and actions which could be taken. Consequences must be appropriate for the individual, and wherever necessary, personalised to take account of individual needs. The consequence should never be physically or psychologically harmful. Where their behaviour has negatively impacted on another child or adult, the child should attempt to restore good relations as soon as possible. However, time should be given for the child to first calm down or be in the right frame of mind to ensure this happens successfully. Some children might need time to reflect or to calm down, in order for them to successfully resolve the issue. Children are supported in this process, should they need to be, and adults can model how to do this if needed.

The following guidelines are for all staff and will apply to all aspects of school life and should be maintained by everyone in order to ensure a consistent approach. The stepped system is designed to allow pupils time to change their behaviour in a positive way.

- Discussions and investigations into instances where children have not followed the school rules, **should take place during the children's own time** (such as playtime and lunchtime) in order to minimise disruption to learning.



Hillcross Primary School

- **Staff are expected to carry out a full investigation into the incident** and all parties involved should be given the opportunity to provide their point of view and explain what happened. Where this is not possible, the adult dealing with the situation should try to provide as much detail as possible to support the person carrying out the investigation. This should not be left for SLT to do. Rather, SLT should be informed of the outcome of the initial investigation (with the relevant forms filled in or incidents recorded on SIMs as appropriate) and would be involved in a discussion with pupils and/or parents and working alongside class teachers on deciding on appropriate sanctions.
- **All parties should be spoken to, so that a true reflection of an incident can be gained. Every party should be (and feel) listened to, given the chance to provide their explanation and perspective** and once a clear explanation or outcome is reached, this should then be recorded and/or reported accordingly (see below). It is important that investigations are not influenced by children's behaviour and that those involved do not have preconceived ideas or make judgements without carefully investigating each situation. Pupil voice should show that all children feel listened to by all adults and that investigations are fair and objective.
- **Consequences will be supervised by the adult who issued the warning or the relevant SLT member (for Level 3 behaviour).**
- **Level 3 behaviours must be referred to a member of SLT immediately.** Such incidents must be recorded on a Behaviour Monitoring Form, not directly onto SIMS (see Recording Behaviour Incidents below.) and handed to the SLT member who is dealing with the situation. These will then be recorded on SIMS once the issue has been dealt with and resolved.
- If there is a very serious incident, including any kind of racism, homophobia or bullying (whether or not this was intentionally racist or homophobic) and Assistant Headteacher, the Deputy Headteacher or the Headteacher should be informed immediately. All such incidents must be recorded (as data is collect by Merton Borough on racist or homophobic incidents) and must be relayed to the parents of all parties involved. Reports of bullying must be dealt with accordance with the Anti-Bullying policy.
- Rewards and tokens awarded for good behaviour choices, cannot be taken away if a child then behaves inappropriately.
- Each child will make a fresh start daily, unless the behaviour/s have been persistent, extreme or if the consequence could not be administered due to timings of the day, and it needs to be carried over to the following day.

SLT Check-In

SLT check-in is a supportive measure which enables children who persistently engage in disruptive or unsafe behaviour to: reflect, take responsibility for their actions and improve on their behaviour by providing focussed and regular opportunities to discuss the impact of their choices on themselves and that of others. The children are supported in identifying strategies which will help them to make the right choices. The aim of SLT check-in, for most children, is to build their self-esteem confidence and help them to become more resilient.

There are no set criteria for a child checking in with SLT, but it is only implemented after other actions or strategies in the behaviour policy have been applied, with little or no improvement as a result. Teachers will discuss their concerns with a member of SLT, who will agree that alternative options have been exhausted. All members of SLT must then be informed. This strategy works best for persistent disruptive behaviour, rather than one-off incidents - even where these may be more significant in nature. Parents must be fully informed - they will already be aware of other support strategies that have been tried and therefore aware that this was the next step.

Children on SLT Check-in will be given a new chart weekly by the class teacher. The chart will clearly identify one or two specific and achievable targets. i.e.' *To always put my hand up to answer and not shout out*' OR *'To work quietly and not distract others'*. This target will be the focus of discussion with the SLT member when children come down to SLT. This target should be fully understood by the child (and their parents). Where appropriate, success criteria could be provided, so that everyone has a clear understanding of expectations. The teacher could create a 'Y chart' with the child, showing what it might look, sound and feel like if the target was achieved. e.g. In the section,






Hillcross Primary School

what it might look like, it might have: facing the right direction, looking at the person who is speaking, focused on work and working attentively, work is completed in the set time.

Children will check-in with a member of SLT at specified times of the day (the number of times will be decided with the member of SLT, based on discussions with the class teacher). This will usually be before break, before lunch and at home time, unless otherwise agreed. For example, if a child finds it particularly challenging to follow the rules during PPA sessions, he or she might then need to check in after each PPA lesson, and only on specific days. However, if a child finds it challenging to focus on the task and distracts others frequently, then it would be best placed if they were to check in before break, lunch and home time, so there is the opportunity for praise and, or the chance.

The child's behaviour for each session will be assessed using an agreed system that has been clearly explained to the child, and all adults working with them. Each session of the day will represent a fresh start and an opportunity to achieve success.

In EYFS and Phase 1, a smiley face code will be used as follows:

-  met this target consistently throughout the session.
-  met this target for some of the time and needed some reminders
-  target not met and needed to be constantly reminded about expectations.

In Phase 2 and 3, a scaled score rating will be applied as follows:

0-1	No/very little effort has been made by the child to meet the target. If this is the case, it is likely that a Behaviour Monitoring Form will have been completed and the child should bring the completed form to the check-in meeting.
2	Some effort has been made to meet the target, but the child has needed frequent reminders
3	OK/average: the target has been met most of the time and the child needed some reminders.
4	Good: the child met their target most of the time and needed very few, if any reminders/prompts from others.
5	Outstanding: the child has met their target consistently and did so independently. They have been a role models to others.

Where possible, adults working in class with the child should take time to discuss the reasons for the code given, prior to them going to see a member of SLT, so that they are able to engage in meaningful discussion and reflection. Ideally, this code should be decided together, as this will support them in taking responsibility for their actions and understanding why this is the grade awarded. If a child has an unhappy face (EYFS) or 0,1 or 2 (KS1 and 2), they will be kept in for part or all of their break or lunchtime as a consequence. In the early stages of SLT check-in, it may be necessary for the child to be accompanied by an adult or for the adult to send a note of explanation to support the process.

It is important that the process is a positive one - although we must acknowledge where improvement needs to be made, the purpose of the strategy is to change the children's mindset and to provide them with the will and skill to



Hillcross Primary School

make the necessary changes. A key way to do this is to find time to celebrate their success with their peers, with other staff members and with their parents as frequently as possible.

Lunch Time and Play Time

On the playground we expect the same high standard of behaviour as in the school building and classroom. Rewards (including HOMs) will be given out as per the guidelines above and positive feedback will be given to class teachers at the end of a lunch duty.

When a behaviour occurs, if it is a level 2 behaviour, the member of staff will issue a consequence in line with the table above. If the consequence given is not accepted, this becomes a level 3 behaviour and should be referred to the Senior Midday Play Leader or a member of SLT immediately.

If a child regularly displays Level 2 behaviours at playtime or lunchtime, through discussion with the Midday Play leader (MPL)/staff member involved, the class teacher and the phase leader it may be agreed that part or all of lunchtime may be missed on agreed occasions.

A stepped system allows children to correct any Level 1 behaviours (see table above). At lunchtime, the MPL will:

1. Give the child a warning and explain the reason.
2. Ask the child to play in a different part of the playground or away from a certain person.
3. Time out will be given – the child will stand in a specified spot for 5 minutes to consider how to change the behaviour. (This time is provided to calm the child down and for them to consider their actions, possible consequences it could have had on others and how to better these choices. It is not meant as a consequence or to belittle or degrade a child.)
4. Withdrawal the child's privilege of using specific areas/equipment at lunchtime (in agreement with class teacher and phase leader)
5. Miss part/all of lunchtime (in agreement with class teacher and phase leader)

All incidents need to be carefully investigated; all parties should be spoken to, so that a true reflection of an incident can be gained. Every party should be (and feel) listened to, given the chance to provide their explanation and perspective and once a clear explanation or outcome is reached, this should then be recorded and/or reported accordingly. It is important that investigations are not influenced by children's behaviour and that those involved do not have preconceived ideas or make judgements without carefully investigating each situation. Pupil voice should show that all children feel listened to by all adults and that investigations are fair and objective.

Following every playtime or lunchtime, class teachers must be made aware of incidents that have taken place so that they can provide any necessary follow up support and discuss the incident with parents as appropriate. This will also enable the class teacher to ensure any fall out from the incident does not continue in the classroom. This verbal feedback must also be logged onto SIMs (Level 2 Behaviour) or on a Behaviour Monitoring Form (Level 3 Behaviour) by the staff member/MPL who dealt with the incident.

Recording Behaviour Incidents

Level 1 behaviours do not need to be recorded unless they are persistent as they are then considered Level 2 behaviours.

All staff are responsible for recording **Level 2 behaviours** directly onto SIMs. This should be filled in by the member of staff dealing with the incident and then shared with the class teacher, if the class teacher is not the person dealing with the behaviour.



Hillcross Primary School

Level 3 behaviours require SLT action. The incident must be recorded on a Behaviour Monitoring form (which is printed on blue paper) by the member of staff who has observed/initially dealt with the incident. **This must include full details of their initial investigation.** As part of the investigation process, children should complete a Thinking Hats Reflection Form and discuss this with SLT. The outcome of SLT involvement will be added to the form and recorded on SIMs by SLT after they have investigated and dealt with the incident so it is clear what consequence has been given.

SIMs Logs and Behaviour Monitoring Forms must be completed for all of the children involved in the incident individually. Where the information is the same for all children, these can be photocopied, but it should be evident who each form relates to as you would expect to see some differences.

On those occasions where sanctions given are different for different children involved in a specific incident, this should be made evident and staff must include a reason for this. I.e. X was given an additional sanction as he did not take responsibility for his actions and did not tell the truth until spoken to by an SLT member.

Communication with parents for all Level 2 (recorded on a Hillcross Note) and Level 3 behaviours (added to the Behaviour form) is essential. Children will realise that school and home are in communication, and supportive of one another, which will ensure consistency in order to best help the child.

Forms are kept in the staffroom, outside the Headteachers office, in the conference room and in the PPA room. An electronic copy can be found on Noticeboard (in the 'form' section) and can be accessed via this link: https://docs.google.com/document/d/1_aNzaI_W-qnLV9coSx8E1J5tjCo3HmUsw8rhmp5U18/edit

Monitoring Behaviour Incidents

All members of staff should look out for incidents that occur frequently and for any patterns. They should also look out for things that may trigger frequently occurring/patterned behaviours. If identified these should be shared with the Phase leader, Assistant Headteacher or Headteacher as appropriate.

Monthly behaviour reports are run by the Assistant Headteacher responsible for PSHE in order to monitor and track specific individuals and gather data on which groups are to be supported or monitored more closely. Where specific children or groups are identified, the assistant headteacher will speak to class teachers and phase leads about how children can be supported. It will be considered a concern if children have 3 or more logs on SIMs. At this point, parents will be informed, usually via a meeting with the class teacher and phase lead, to discuss positive strategies to support improved behaviour. Where possible, the child will also be involved in agreeing supportive measures and sanctions (however these meetings will usually be held without the child present). A supportive measure could include the introduction of an Individual Behaviour Plan or SLT Check-In (see information above). These encourage and reward positive behaviour and have shown good impact across the school.

In some circumstances it may be deemed that a meeting is unnecessary as the child's behaviour has improved significantly over time, or there is already support in place for the child/family, this can be discussed with the behaviour lead and other alternatives can be put into place.

Informing Parents

It is initially the class teacher's responsibility to inform parents about all behaviour concerns that may occur. Parents of children who have been hurt as a result of an incident should also be informed. Wherever possible parents should be told before the child goes home in order that they hear first from the school. This is really



Hillcross Primary School

important in order to maintain good communication and relationships with parents and to ensure that all necessary information is shared.

All contact with parents in relation to incidents should also be recorded on the Blue Behaviour Form (Level 3 Incidents) or the Yellow Hillcross Note (Level 2 Incidents) in order that any follow-up which may be necessary with parents is carried out in an informed manner. These should then be handed to the Phase Leader or member of SLT dealing with the issue.

Persistent Incidents or Incidents of a Serious Nature (Level 3 behaviours)

Incidents of a serious nature (e.g. aggression, violence, racism, illegal activity) are likely to bypass the above system and will immediately be referred to, and dealt with, by the relevant SLT member.

Managing persistent or extreme behaviour concerns will involve senior leaders and/or the headteacher, and other relevant school staff working closely with the child and parents to address and resolve the inappropriate behaviour. If necessary, an 'Individual Behaviour Plan' will be initiated and this will involve specific rewards and sanctions, as governed by the plan. Where necessary the school will also involve the support of external agencies such as The Virtual Behaviour Service, CAMHS or an Educational Psychologist.

In some circumstances this may lead to a fixed term or permanent exclusion (see below) or the police and social services may need to be informed. Safeguarding is of utmost importance at Hillcross and where there are concerns raised in relation to behaviour issues, action will be taken by the designated safeguarding leads in accordance with the Safeguarding and Child Protection Policy.

Persistent Challenging Behaviour

We recognise that positive relationships between staff and pupils is the key to promoting good behaviour and to avoid challenging behaviour. However, even in an inclusive school there may be occasions when a child's behaviour poses a risk to themselves or others. We have a **Positive Behaviour Support Policy** which outlines how we support staff to manage incidents and how we promote positive relationships at school between staff and pupils.

This policy aims to do the following:

- Ensure that all staff have a common understanding of behaviour as a form of communication and are supported to make sense of difficult or distressing behaviour.
- Ensure that all staff understand the importance and significance of touch in a school environment.
- Provide appropriate training to develop staff skills in de-escalation.
- Make sure that staff have a shared understanding of risk and know how to reduce risk in a school environment.
- Ensure all staff are aware of their legal duties and the legal framework underpinning the management of challenging behaviour.
- Support staff to manage their own emotions when managing challenging behaviour and providing support where required after an incident.
- Support children and young people to manage their own behaviour.

Fixed-term and permanent exclusions

We are an inclusive school and do not wish to exclude any child, even when they exhibit serious behavioural difficulties. We will take every reasonable step to ensure that exclusions are avoided. However, in extreme cases, it may be necessary to exclude, especially if the child is causing serious harm to themselves or others.



Hillcross Primary School

The school follows the National Exclusions Guidance, published by the DFE and has regard to the standard national list of reasons for exclusion (**appendix 3**). We review the policy in light of any legislative changes which come into effect.

Currently, schools and local authorities must make full-time educational provision for excluded pupils from day 6 of their exclusion. Parents and carers must ensure their child is not present in a public place during the first five days of exclusion, and head teachers have a duty to offer the parents or carers a reintegration interview in respect of certain fixed-period exclusions.

Special Educational Needs

At Hillcross Primary School we recognise that some children may during their time at school display an emotional and/or behavioural need. Our aim is to support these children within our positive approach to behaviour management. Children who are regularly breaching the boundaries are identified and their needs are discussed with the Special Educational Needs Co-ordinator (SENCO) or Inclusion Manager and class teacher.

When a child is on the Special Educational Needs register for specific behavioural difficulties, they will have an individual behaviour plan which will detail the procedure for dealing with that child and may differ to the whole school approach. The alternative procedure will be formed in agreement with the child, their parents and the relevant school staff. The procedure will be clearly explained to all those who might have contact with the child in school. The headteacher or deputy headteacher will be involved in this process and at times might work more closely with a child if needed.

Monitoring and review

The head teacher monitors the effectiveness of this policy on a regular basis and reports to the governing body on a termly basis.

Equality Impact Assessment

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation. We are committed to treating all members of the school community fairly and challenging negative attitudes about disability and accessibility and to developing a culture of awareness, tolerance and inclusion. This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any member of the school community and it helps to promote equality and accessibility at our school. The curriculum is planned to be inclusive and meet the needs and interests of a full range of learners. Activities and resources will be differentiated and adult support used to ensure that children access the curriculum and make the best possible progress.

Safeguarding Commitment

The school is committed to safeguarding and promoting the welfare of children, in line with the most recent version of Keeping Children Safe in Education, and expects all staff and volunteers to share this commitment. We take seriously our duty of care to our pupils and staff which includes safeguarding them from the risk of being drawn into terrorism - this includes not just violent extremism but also non-violent extremism, which can create an atmosphere conducive to terrorism and can popularise views which terrorists exploit. We work closely with social care, the police, health services and other services to promote the welfare of children and protect them from harm. Radicalisation is recognised as a specific safeguarding issue and is addressed in line with the Government Prevent Strategy and The Counter-Terrorism and Security Act 2015.

Privacy Policy

Hillcross School is committed to ensuring protection of all personal information that we hold. We recognise our obligations under the GDPR and Data Protection act 2018. Our practice is documented in our Data Protection Policy.



Hillcross Primary School

Monitoring and Evaluation

Written and approved: June 2015

Reviewed: January 2021

Date of next review: January 2022



Hillcross Primary School

Appendix 1 - Roles and Responsibilities

Responsibilities of Children

- To work to the best of their abilities and to allow others to do the same
- To treat others with respect at all times, taking care of property and the environment
- To cooperate with children and adults in all aspects of school life
- To help formulate and comply with the classroom rules
- To share in celebrating the achievements of all members of the school

The role of all staff

- It is the responsibility of all staff to ensure that the school rules are enforced throughout the school both in and out of class.
- All staff has high expectations of the children with regard to behaviour, and they strive to ensure that all children achieve to the best of their ability.
- All staff enforces behaviour expectations consistently, treating each child fairly, with respect and understanding.
- All members of staff deal with incidents themselves in the normal manner. However, if misbehaviour continues, they will seek help and advice from the class teacher, phase leader or senior leader as appropriate.

Class Teachers/Teaching Assistants (TA)/ Learning Support Assistants (LSA)

- Where external support agencies are involved in meeting the needs of a particular child, the relevant member/s of staff (as directed by the school's Special Educational Needs Co-ordinator - SENCO) liaise and work co-operatively with those agencies, as necessary, to support and guide the progress of the child. For example, they may discuss the needs of a child with the education social worker or the LA's behaviour support service.
- The class teacher (or other identified member of staff e.g. the child's LSA) reports to parents and carers on the personal and social development of each child in their class, in line with whole-school policy. The class teacher may also contact a parent if there are concerns about the behaviour or welfare of a child.

The role of the Head Teacher/Senior Leaders

- It is the responsibility of the head teacher, under the School Standards and Framework Act 1998, to implement the school behaviour policy consistently throughout the school, and to report to governors, when requested, on the effectiveness of the policy. It is also the responsibility of the head teacher to ensure the health, safety and welfare of all children in the school.
- The head teacher supports the staff to implement the policy, by setting the standards of behaviour, and by supporting staff in applying the policy consistently.
- The head teacher or identified School Leaders keep records of all reported serious incidents of misbehaviour.
- The head teacher has the responsibility for giving fixed-term exclusions to individual children for serious acts of misbehaviour. For repeated or very serious acts of anti-social behaviour, the head teacher may permanently exclude a child. These actions are taken only after the school governors have been notified.

The role of parents and carers

Our school requests that parents and carers enter into a Home-School Agreement with the school, agreeing to work in partnership with the school to promote good behaviour, to take steps to discourage poor behaviour, to reinforce the school rules and to support the school when sanctions need to be used with a child. The school collaborates actively with parents and carers, so that children receive consistent messages about how to behave at home and at school.



Hillcross Primary School

We explain the school rules in this policy and on the school website, and we expect parents and carers to understand and support them.

We try to build a supportive dialogue between the home and the school, and we inform parents and carers immediately if we have concerns about their child's welfare or behaviour.

If the school has to use reasonable sanctions to punish a child, we expect parents and carers to support the actions of the school. If parents and carers have any concerns about the way that their child has been treated, they should initially contact the class teacher. If their concerns remain, they should contact the relevant phase leader to discuss the issues involved. If parents or carers wish to complain further about actions taken by the school, they should make an appointment to see the Head Teacher. If the concerns remain they may contact the Chair of the Governing Body, in accordance with the school's Complaints Policy.

The role of governors

The governing body has the responsibility for agreeing as policy these general guidelines on standards of discipline and behaviour, and of reviewing their effectiveness. The governors support the head teacher in adhering to these guidelines.

The head teacher has the day-to-day authority to implement the school's policy on behaviour and discipline, but governors may give advice to the head teacher about particular disciplinary issues. The head teacher must take this into account when making decisions about matters of behaviour.



Hillcross Primary School

Appendix 2 - The importance of Positive Behaviour Management

Behaviours which may signify emotional and behavioural difficulties

There are a number of behaviours which may signal the need for special provision. Most obviously these include bullying, disruptive behaviour and poor temper management. Less obviously these include poor motivation, poor organisational skills and poor concentration.

The most important cause of behavioural difficulties – Limited Self-Esteem

The most important cause of behavioural difficulties in children is their limited self-esteem. Children often have life experiences which make them feel that they are not loved, cared for, valued or seen as special by others. This can inform their behaviour patterns, which may have a negative influence on the way people react to them, which ultimately reinforces their low self-esteem. A vicious circle is established, which many pupils lack the insight or the power to break. Pupils with low self-esteem may display their insecurities by

- Becoming either boastful or over self-critical
- Becoming aggressive or withdrawn
- Looking for ways to avoid new academic or social challenges
- Finding it hard to relate appropriately to others and appearing uncomfortable in unfamiliar company or situations
- Experience difficulties in making friends.

Dealing with emotional and behavioural difficulties in school

Behavioural difficulties in school may, sometimes, need to be dealt with by the use of sanctions. In the short term, sanctions can stop inappropriate behaviour. However, they must be used sensitively, and the emphasis should be on supporting and rewarding pupils instead.

Pupils with low self-esteem can be very demanding and many of their behaviours can alienate those who are trying hardest to support them. However, the need to adopt positive behaviour management strategies is central to helping them acquire more appropriate patterns of behaviour.

Concentrating on pupils' failings is likely to damage their self-esteem and have a negative effect on their development. Reinforcing good behaviour/celebrating achievements by giving pupils time, approval and attention is likely to have a positive influence on their development within and beyond their school years.

TEN SIMPLE GUIDELINES FOR POSITIVE BEHAVIOUR MANAGEMENT





1. Establish a friendly, positive, supportive relationship with the pupils in your care.
2. Make sure, wherever possible, that pupils are doing purposeful activities that they enjoy.
3. As soon as it occurs, reward positive behaviour with attention and praise. 'Catch them being good'.
4. Where possible, identify when behaviour problems are likely to arise and try to divert to modify the pupils' behaviour before discipline is needed.
5. Know the school rules and the reasons for them. Be clear, firm and polite about the behaviour boundaries.
6. Know what sanctions you can use, but try to avoid using them – especially if a quiet word or reminder will do.
7. Always remain calm when you speak to pupils. This will help you maintain your authority and confidence and keep your relationships with them positive.
8. Avoid telling a pupil off in public.
9. Avoid the use of sanctions when support strategies will suffice.
10. Use the school's monitoring, report and behaviour referral systems so that you support each other in addressing the individual pupil's needs and those of the whole school.







Appendix 3: Habits of Mind Overview

The Habits of Mind are *"characteristics of what intelligent people do when they are confronted with problems, the resolutions to which are not immediately apparent."*





(Costa, 2000)

<p>Stick at it</p> 	<p>Persisting</p> <p>People who achieve their goals do not easily give up. These people: expect barriers and problems, are able to analyse problems, and can create or select strategies to deal with problems. Persistent people know when to stop, reassess, and select another strategy. Persisting means sticking with the problem, being able to sustain focus on the problem, and organising strategies for its solution.</p>
<p>Stop & Think</p> 	<p>Managing Impulsivity</p> <p>Impulsivity in a pupil can appear in many ways: blurting out the first answer that comes to mind, starting to work without fully understanding directions, approaching a problem without a strategy or plan, making an immediate judgment about something without really understanding it, or not considering alternatives before acting.</p>
<p>Interested & Caring</p> 	<p>Listening With Understanding and Empathy</p> <p>Good listeners try to understand what other people are saying. Highly effective and intelligent people spend quite a bit of time listening... trying to understand another person's point of view. They listen to more than what the person is saying, they try to put themselves into the other person's "shoes" (empathy). Effective listeners hold back on their values, opinions or prejudices. Poor listeners are not really listening to what others are saying, but are just thinking about what they want to say while the other person is talking.</p>
<p>Elastic Thinking</p> 	<p>Thinking Flexibly</p> <p>Some pupils have difficulty seeing different points of view. Their way to solve a problem is the only way... their minds are made up before they consider anything else. Flexible thinkers can use several different strategies for different situations. They can see the obvious consequences of actions, and the hidden consequences. Being able to see the big picture allows flexible thinkers to visualise the future based on what is going on now. Flexible thinkers understand and can work within regulation or criteria, but they are always seeking new and novel ways of doing things. They have a well-developed sense of humour.</p>







<p>Reflection</p> 	<p>Thinking about Thinking (Metacognition)</p> <p>It took Thomas Edison several thousand attempts before he succeeded in inventing the light bulb (he was very persistent). When things didn't go well, or when they did, he would think about his thinking. He would reflect: What worked? What didn't work? Why? He would wonder about new ways of looking at the problem. He would imagine a new approach and rehearse it in his mind, and try it, always watching and thinking about what he was doing and why. Some pupils do not take the time to wonder why something worked or didn't work. They need to ask: What were they thinking here? Why did they do it this way? How did they solve this problem?</p>
<p>Careful Checking</p> 	<p>Striving for Accuracy</p> <p>Some pupils hand in sloppy, incomplete, or uncorrected work. They seem more interested in "getting rid" of the assignment than making sure it is complete and accurate. Whether you are a ballerina, a hockey player, or a horse trainer, taking time to make sure that what you are doing is accurate, or precise, or flawless is what makes the difference in mastery, excellence and success. Just as sloppy work is a habit that is developed, striving for accuracy is a habit that can be developed and used in all parts of life.</p>
<p>Clarifying</p> 	<p>Questioning and Posing Problems</p> <p><i>"The formulation of a problem is often more essential than its solution..."</i> <i>Albert Einstein</i></p> <p>Many of our best ideas are a result of asking the right question at the right time. Many pupils are quite natural at being curious and asking questions but are not always satisfied with the answers. They have not thought about the wording of the question. Many students will also simply believe what they hear and not ask questions such as: How do you know that's true? How reliable is that source of data? Whose point of view is this information coming from? How are these two events related to each other?</p>
<p>Linking</p> 	<p>Applying Past Knowledge to New Situations</p> <p><i>"I've never made a mistake. I've only learned from experience."</i> <i>Thomas Edison</i></p> <p>Sometimes, pupils will approach a problem or task as if they have never done anything like it ever before, even if they have done something quite similar or exactly the same. These pupils do not think about what they have done before and that could help them in a new activity. Sometimes, pupils keep experiences and events separate, not allowing the lessons from one activity to help them in another. Intelligent people learn from experience.</p>



<p>Spot On</p> 	<p>Thinking and Communicating with Clarity and Precision</p> <p>Some pupils are not clear or specific in the language they are using. They can be heard using words such as "weird" or "good" to describe something; they may name specific objects as "stuff" or "thingy"; they may judge something as "it's cool" or "that's naff". <i>"Fuzzy language is a result of fuzzy thinking."</i> (Costa, 2000). Trying to make language more precise and accurate has the effect of making thinking sharper.</p>
<p>Immerse Yourself</p> 	<p>Gathering Data Through All Senses</p> <p>Intelligent people are open to and absorb the environment around them through their senses (touch, movement, taste, smell, sound and sight). Pupils who use their senses absorb more information from their surroundings, are more aware of what is going on around them, and have a better understanding of how their surroundings affect them.</p>
<p>Ideas</p> 	<p>Creating, Imagining, Innovating</p> <p>Some students feel that they are not born with creativity. <i>"All human beings have the capacity to generate novel, clever, or ingenious products, solutions, and techniques - if that capacity is developed."</i> (Costa, 2000). People who are creative / imaginative / innovative try to see problems, objects, and events from different points of view. They imagine what they want, they take risks and push limits (they think "outside the box"), they are open to constructive criticism and they are always trying to improve themselves and their surroundings.</p>
<p>Awesome</p> 	<p>Responding with Wonderment and Awe</p> <p>Intelligent and successful people not only have an "I can" attitude, they also have an "I enjoy" attitude. They enjoy a challenge and figuring things out. They enjoy learning something new. Some pupils and adults avoid "having to think". They may use comments like: "It's boring.", "Who cares?", "When am I ever going to use this?", or "This is too hard.". Some pupils do not see the opportunities that are presented to them. When faced with a project, even if they are given enough choices to make the project completely fit their interests, these students will approach the project negatively because it is "work". Other pupils have developed a curiosity and wonderment about life. They are willing to lose themselves in the problem or task they are working on.</p>



Hillcross Primary School

<p>Have a Go</p> 	<p>Taking responsible risks</p> <p><i>"The only way to succeed is to be brave enough to risk failure." (Briggs, 1999)</i></p> <p>Some pupils seem reluctant to take risks because their fear of failure is so strong. They are reinforced by the mental voice that says, "if you don't try it, you won't be wrong" or "if you try it and you are wrong, you will look stupid". The other voice that might say "if you don't try it, you will never know" is trapped in fear and mistrust. Pupils need to learn how to take intellectual as well as physical risks. Pupils who are capable of being different, going against the grain of the common, thinking of new ideas and testing them with peers as well as teachers, are more likely to be successful in this age of innovation and uncertainty.</p>
<p>Let's Work Together</p> 	<p>Thinking Interdependently</p> <p>Human beings are social beings. In groups we contribute our time and energy to tasks that we would quickly tire of when working alone. Working in groups requires the ability to justify ideas and to test the feasibility of solution strategies on others. It also requires the development of a willingness and openness to accept the feedback from a critical friend. Through this interaction the group and the individual continue to grow. Listening, consensus seeking, giving up an idea to work with someone else's, empathy and compassion are all essential skills in this age of constant innovation and change.</p>
<p>Enjoyment</p> 	<p>Finding Humour</p> <p>A unique attribute of human beings is our sense of humour. Laughter has a positive effect on our psychological functions. It has been found to liberate creativity and provoke such higher level thinking skills as anticipation, finding novel relationships, visual imagery, and making analogies. People who engage in the mystery of humour have the ability to perceive situations from an original and often interesting vantage point. Having a whimsical frame of mind, they thrive on finding incongruity and perceiving absurdities, ironies and satire, finding discontinuities and being able to laugh at situations and themselves</p>
<p>Exploring</p> 	<p>Remaining open to Continuous Learning</p> <p>Intelligent people are in a continuous learning mode. Their confidence, in combination with their inquisitiveness, allows them to constantly search for new and better ways. Pupils often confront learning opportunities with fear rather than mystery. They seem to feel better when they know rather than when they learn. Being certain and closed gives them comfort while being doubtful and open gives them fear. They value certainty over doubt, prefer to give answers rather than to inquire, prefer to know which choice is correct rather than to explore alternatives. We need to encourage pupils who are eager to learn, who are willing to admit they don't know and not be afraid to try and find out.</p>



Hillcross Primary School

Appendix 4: National standard list of reasons for exclusions

Source: <http://www.teachernet.gov.uk/wholeschool/behaviour/exclusion/datacollection/annexb/>

This list provides descriptors of reasons for exclusions and the main reason for exclusion should be used on the electronic reporting form. The 12 categories should cover the main reasons for exclusions and the 'other' category should be used sparingly. The further detail suggesting what the descriptors cover should be used as a guide and this list is not intended to be used as a tick-list for exclusions.

Physical Assault Against Pupil (PP)

Includes:

- Fighting
- Violent behaviour
- Wounding
- Obstruction and jostling

Physical Assault Against Adult (PA)

Includes:

- Violent behaviour
- Wounding
- Obstruction and jostling

Verbal Abuse / Threatening Behaviour Against Pupil (VP)

Includes:

- Threatened violence
- Aggressive behaviour
- Swearing
- Homophobic abuse and harassment
- Verbal intimidation
- Carrying an offensive weapon

Verbal Abuse / Threatening Behaviour Against Adult (VA)

Includes:

- Threatened violence
- Aggressive behaviour
- Swearing
- Homophobic abuse and harassment
- Verbal intimidation
- Carrying an offensive weapon

Bullying (BU)

Includes:

- Verbal bullying
- Physical bullying
- Homophobic bullying
- Racist bullying



Hillcross Primary School

Racist Abuse (RA)

Includes:

- Racist taunting and harassment
- Derogatory racist statements
- Swearing that can be attributed to racist characteristics
- Racist bullying
- Racist graffiti

Sexual Misconduct (SM)

Includes:

- Sexual abuse
- Sexual assault
- Sexual harassment
- Lewd behaviour
- Sexual bullying
- Sexual graffiti

Drug and Alcohol Related (DA)

Includes:

- Possession of illegal drugs
- Inappropriate use of prescribed drugs
- Drug dealing
- Smoking
- Alcohol abuse
- Substance abuse

Damage (DM)

Includes damage to school or personal property belonging to any member of the school community:

- Vandalism
- Arson
- Graffiti

Theft (TH)

Includes:

- Stealing school property
- Stealing personal property (pupil or adult)
- Stealing from local shops on a school outing
- Selling and dealing in stolen property

Persistent Disruptive Behaviour (DB)

Includes:

- Challenging behaviour
- Disobedience
- Persistent violation of school rules

Other: Includes incidents which are not covered by the categories above, but this category should be used sparingly