

RELATIONSHIPS AND BEHAVIOUR POLICY

**(including support for children with social, emotional and
mental health needs)**

HATFIELD PEVEREL INFANT AND NURSERY SCHOOL



Inspiring a Love of Learning

APPROVED BY GOVERNORS: NOVEMBER 2025

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Please note: Throughout this policy, the word 'children' will refer to children and young people.

School Values

At Hatfield Peverel Infant and Nursery School we believe in the importance of relationships, ensuring children and young people feel valued, safe and secure, providing a sense of connection with a member of staff and a belonging to the whole school community.

Our school reflects the values of the Essex Approach to understanding behaviour and supporting emotional wellbeing known as Trauma Perceptive Practice (TPP). These values are Compassion and Kindness, Hope and Connection and Belonging. We endeavour to make sure that these values run through and alongside our 4 school ERIC values.

- Effort
- Respect
- Independence
- Communication

We endeavour to make sure that at our school these values run through all the school policies and practice.

School Ethos

It is a core aim of our school that every member of the school community feels valued and respected, and that each person is treated fairly and well. We are a caring community whose values are built on mutual trust and respect for all. This Relationships and Behaviour policy is therefore designed to support the way in which all members of the school can live and work together in a caring way. It aims to promote an environment where everyone feels happy, safe and secure, and able to learn.

We value each individual child and work with families, the community and beyond to offer diverse experiences and support. We develop children and young people to be confident, life-long learners and compassionate, respectful members of their community and the world. We always prioritise the safety of our children and staff. Everything we do in school is underpinned by our safeguarding procedures.

We recognise that children and young people have a 'window of tolerance' within which they feel safe, secure and regulated. When asked to do something outside of this window they can experience stress and react accordingly. Our aim is to help our children and young people to widen their window of tolerance through teaching them about the stress-response in the brain and how they can learn to self-regulate through co-regulation with adults.

Strong relationships between staff and pupils are vital. Our staff are fair and consistent with children (considering individual needs) enabling pupils to feel safe. Equally, our staff are approachable and there to help (not only there to discipline) and we help our children to understand this. It is also recognised that for some children, variance on these processes will be made in order to meet any specific social, emotional, learning or other needs which require a personalised approach.

A Relational Behaviour Model

At our school we adopt and use the relational behaviour model which is the approach from TPP. The key principles are as follows:

- Behaviour is something to interpret.
- Children and young people are prone to make mistakes and highly responsive to the environment and context.
- Behaviour management is predominantly through relationships.

- Children/young people who do not manage should be understood and included.
- Boundaries and limits are to keep everyone safe and to meet everyone's needs.
- Rule should be developed together and adapted where needed.
- Consequences are only used within a process of restore and repair.
- 'Inappropriate behaviour' is a sign of unmet need, stress (difficulty in coping), lack of understanding and skills.
- The causes of the difficulties are mostly derived from the environment and are within the context of relationships.
- The solutions lie in understanding what the behaviour tells us about the child/young person and their need.
- Practice and policy effectiveness is measured by wellbeing and the capacity to adapt and make reasonable adjustments to meet the needs.

General Expectations

We have high expectations for our children and young people, while recognising some children and young people have specific needs. The following expectations cover all times of the school day and where children and young people are representing the school out of hours or off site. This means we:

- encourage a positive attitude to learning within a safe, happy environment.
- promote high expectations and enable children/young people to become independent responsible learners.
- encourage a sense of respect for our community and our environment.
- believe that clear, consistent routines and systems are essential to support children's development and ensure the health, safety and wellbeing of everyone in our school community.

It is everyone's responsibility to remind and support children where these expectations are not met. Equally it is important to comment positively when they are. Staff model expected behaviours, attitudes and habits.

Any behaviour that falls below the expectations of our school (e.g., disruption to learning, unkind or inconsiderate actions), will require some level of intervention. Remembering that every interaction is an intervention, it is important to remember that the strongest approach to support a child is through their relationship with the adult. At all points we try to ensure we keep a strong connection with the child having difficulties. We use positive recognition, as appropriate, to ensure the child knows we are still there, and we recognise their effort and any changes they have made.

At our school, staff ensure good routines are in place for:

- | | |
|---|----------------------------|
| • Start and end of day | • Getting changed for PE |
| • Transition times | • Moving around the school |
| • Lining up (including entering and exiting assemblies) | • Break and Lunchtimes |

What do we do to teach and how do we promote positive management of behaviour?

Recognition and reward

At Hatfield Peverel Infant and Nursery School, we encourage our 4 values through all our practices. We use our elephant mascot 'ERIC' to promote our 4 values:

- Effort
- Respect
- Independence
- Communication

Every week, class teachers identify a child in their class who has demonstrated these values and the whole school celebrates them in 'Celebration Assembly' with a 'Star of the Week' certificate and they are named in the weekly school newsletter. All children are recognised during the course of the year for the attributes that they have demonstrated.

Children are grouped into one of 4 teams (Red, Green, Orange and Purple) based on the PE colour t-shirt they are given when they join the school. Children are awarded ERIC tokens for Effort, Respect, Independence and Communication throughout the week and the team with the most ERIC tokens at the end of the week become guardians of ERIC (a big soft toy elephant). At the end of each half term, the team that has collected the most ERIC tokens will receive an extra 'Golden time' of their choice.

Some children have individual reward charts linked to personal motivators to support improved engagement, attention or behaviour choices.

Give Me 5 with the children is used consistently throughout the school (see Appendix 3).

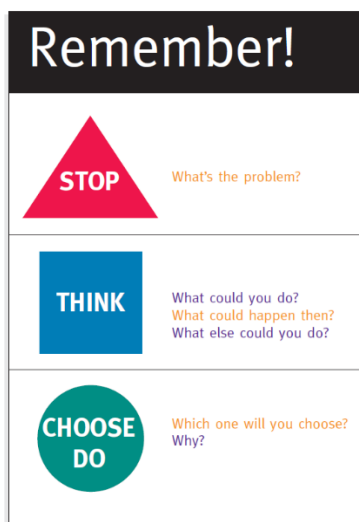
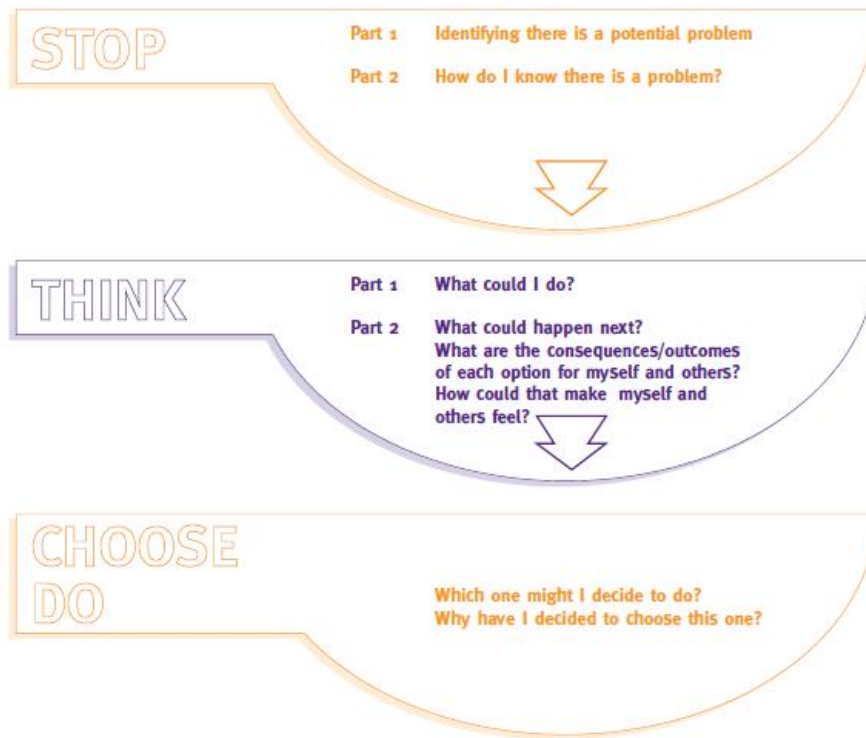
We use a range of other strategies in school where appropriate:

- praise for individuals and groups of children;
- positive reinforcement of acceptable behaviour, e.g. giving stickers;
- the use of proximity praise;
- tactical ignoring of inappropriate behaviour (where possible and where the behaviour is clearly attention seeking behaviour);
- children are taught the language of choice and consequences i.e. all actions have consequences, and choosing an inappropriate action will result in a consequence;
- presentation of work or actions to the class/the rest of the school as good examples;
- teachers' awards and stickers from class teachers, LSAs, Deputy Head, Headteacher;
- individual behaviour charts for individuals over a period of time. E.g., a week.
- weekly Circle/PSHE time sessions in each class;
- breathing techniques;
- use of Zones of Regulation.

We believe that all behaviour is communication, and it is our job as adults to understand what that behaviour is telling us. We need to become 'stress detectives' and ascertain both why, and why now? Finding the cause of the behaviour will help us to work alongside the child or young person in order to help them to regulate themselves both in the short term and in the longer term through developing strategies to aid their resilience.

Restorative Practise

We talk to the children about 'making the right choice' and we use SMART thinking to encourage the children to use their interpersonal and social thinking skills. We encourage the children to 'Stop', 'Think', 'Choose' and 'Do'. The children are taught to break down these steps and are presented to them in a consistent way from Nursery to the end of Key Stage One. Ideas and options given by the children are discussed in a non-judgmental way and children need to feel safe enough to try and come up with variety of options and ideas, both 'good' and 'not so good'.



A behaviour blueprint (see Appendix 1) that has been agreed by all staff is displayed around the school in all classrooms. An adult version for staff also exists (see Appendix 2). This promotes our commitment to unconditional positive regard, high expectations and the importance of positive relationships. All staff and children are aware of the behaviour flowchart which is displayed in all classrooms and sets out how unwanted behaviours will be managed.

Time out will involve a child spending some time away from an activity or class for reflection, depending on the incident.

Time out will be given in this order:

- Time out in own classroom at a calm table/sensory room.
- Time out in parallel classroom with parallel year group teacher.
- Time out with a member of Senior Leadership Team.
- Time out with the Headteacher.

Behaviour Flowchart



PRAISE THE POSITIVE		
PRAISE THE POSITIVE	1	Reminder
	2	Warning
	3	Time out
	4	Welcome return
	5	Reflect and restore Discussion with a member of teaching staff at lunchtime

If a child is struggling to modify their behaviour despite reminders and warnings, or if their behaviour is of particular concern, they may be referred to spend time in the SMART thinking club at lunch time. This is Stage 5 on the behaviour flowchart. This is a safe space, located in classrooms that is led by teachers on rotation. Children may be referred for between 5 and 10 minutes of their 1 hour lunch break. They will always have an opportunity to play on the playground. The child's daily class teacher will investigate the nature of the incident that has occurred, whether it be in class time or during a break or lunch time. They will unpick the behaviour; what happened and why; what could we change next time?; does the child need help to understand something?; does the child need help to repair a relationship, fix something or apologise? The child's daily class teacher will then discuss the incident with the teacher on duty. It is during this time in SMART thinking club that the child will have time to further reflect on their behaviour. Teachers will liaise with each other via discussions and adding incidents to CPOMS (Child Protection Online System).

If a child attends the SMART thinking club, parents/carers will be informed either by Tapestry memo, phone call or face to face at the end of the day.

Wherever possible, we aim to deal with any issues that arise during the same school day so that children can start each new day with a fresh start.

Viewing behaviour as a learning process

At our school we accept and understand that learning how to regulate our behaviour is a learning process. At times children and young people will push limits, boundaries, and societal norms as part of their normal development. They may also react in different ways to stress, boredom, lack of understanding, over-excitement, and disappointment. Using the relational model, we offer support, help and guidance to the child or young person along with co-regulation so they can develop strategies to regulate themselves and develop resilience for the future. It is our role, as fully developed adults, to help guide children and young people, to make helpful and positive choices when they can by relating to them and helping them to restore and repair as required. We know that this is the best way to respond to our children and maintain our relationship with them. The approach we strive for is based on the premise of 'connection before correction'.

Our general responses to incidents

Our school believes that all behaviour is communication and in the power of using restorative approaches. Such processes do not shy away from using consequences where logical, appropriate and proportionate. They also focus on the need to take responsibility for finding a constructive way forward for all concerned. This might mean a sincere apology followed by an act of kindness. Such approaches encourage the child to reflect and consider not only the consequences of their actions on themselves, but also the impact of their actions on others. We also support them in developing strategies to help the child to regulate themselves to avoid the situation happening again in the future.

In using this process at our school, we would use some or all of these questions:

1. Can you tell me what happened?
2. What were you thinking/feeling at the time?
3. How have you been thinking/feeling since it happened?
4. Who do you think has been affected and how did it make them feel?
5. What could you do now to help make things right?
6. How can we stop this from happening again and what could you do differently next time?
7. What can I do to help you?

As part of the restore and repair process, they have the chance to show the person that has been affected by their action that they are sorry. This can be in the form of verbal, written, picture, or an action.

Where possible, a logical consequence (natural reparation) is used e.g., clean graffiti off the door, clean up the mess, pay for replacement of item. Where this is not possible a close alternative should be used.

At our school the staff work with the child to ensure that they have learnt from an incident so that they can be successful next time. We strive to provide them with the opportunity to recognise when they are becoming dysregulated and assist them in developing self-regulation strategies for the future. The impact of our approach is evident in the relationships forged throughout the school. The strategies involved, which include active listening, respectful discussion and taking ownership of issues, result in a positive ethos.

Using logical consequences

The use of consequences

Consequences can be a useful response to behaviours, remembering that some behaviours result in positive consequences. When responding to unwanted behaviour, the consequences we use in our school always look at the incident with the knowledge of the stress response (and how the brain reacts), the relational model and with the aim to repair and restore through relationships. Evidence shows that sanctions alone have limited long-term effects, so it is important for the child to see a logical link between their behaviour and the response. Consequences should, wherever possible, have a clear link to the incident and help the child learn how to behave more appropriately should a similar situation occur again, tailoring this to the needs of the individual.

It is helpful to view consequences as protective and/or educational. Best practice suggests that all protective consequences should run alongside educational consequences, as it is unlikely that long-term change will occur without this.

Protective consequences: these are required to protect the rights of others and keep a child safe. At our school this may include:

- increased staff ratio.
- change of school day/timetable.
- arrangements for access to outside space.

- child or young person escorted in stressful/social situations.
- differentiated teaching space.
- co -regulation to help develop self-regulation strategies.
- appropriate use of temporary suspension or exclusion (using the time to reflect, amend plans and identify needs and other appropriate interventions to support the child or young person upon return).
- additional risk assessments in place for school events and trips and making arrangements with parents/carers for extra/alternative provision or support.

Educational consequences: at our school we use these to teach, encourage, support and motivate the child to behave differently next time through better understanding. These should always be logical, appropriate and proportionate. Examples include:

- ensuring the child or young person completes the task they have disrupted.
- rehearsing/modelling situations through intentional teaching of prosocial behaviour.
- ensure the child assists with repairs where they have caused damage (when possible and practical)
- intentionally provide educational opportunities for the child to learn about the impact of certain actions and behaviours.
- providing the child with an opportunity to 'put things right' through a process of reflecting, repairing, and restoring relationships.

Behaviour	Possible Consequences/outcomes
Relatively low impact Examples: • Calling out • Distracting others • Refusal to complete assigned activity • Disrespectful comments • Swearing	Teachers follow the Behaviour flowchart by providing a Reminder. Verbal interactions would occur. For example, I know you can behave better than this. I would really like to see that. I can see there is something wrong (acknowledge their right to their feelings). I am here to help and listen. Tell me what happened. Followed by Warning. For example, your behaviour is disrupting others which is not okay. If this carries on, you will be given time out. Followed by Time Out of 5-10 minutes in the calm corner/parallel classroom/SLT classroom or HT depending on severity of incident. Children are always given a Welcome Return to the classroom and offered support to re-engage. With repeated behaviours, reflection and restorative support through SMART thinking club will take place with a trusted adult. Restorative conversations would take place with the child's class teacher and the teacher on duty. This would be recorded on CPOMS (Child Protection Online System) under behaviour.
Relatively higher impact Examples: • Bullying • Harmful behaviour • Any discriminatory behaviour • Causing significant, deliberate damage to school property	• SLT notified. • Restorative approach followed. • Opportunity for reflection. • Record incident on CPOMS (Child Protection Online System). • Parents notified by Tapestry/phone call or face to face.

	• Outcome will be personalised based on previous behaviour, severity, response from child(ren). This may include child being withdrawn or changes made to timetable. Parents/Carers to be informed or decision via phone or face to face. • If response leads to Fixed-term suspension/exclusion – Parents/Carers also notified in writing. Re-integration meeting to held directly after fixed-term suspension/exclusion. • SLT to agree a risk assessment and 5 step behaviour plan with parents, as required.
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Use of suspension as a consequence

Our school still applies the protective and educational approach to consequences even if the outcome is suspension: protective as a suspension insists on a short term change in routine and becomes educational when the provision is more personalised to meet the child/young person's needs.

Appropriate use of suspension is to allow the adults time to make the necessary adjustments to meet the needs of the child/young person going forward. This includes:

- reflecting, identifying needs and amending plans
- using the time to prepare psychoeducation or other appropriate interventions to support
- using co-regulation to develop self-regulation strategies.

We understand that whilst a suspension might mark a break from the challenge for school staff, this is often not the case for the child/young person. Reflection and restoration are still essential to enable to pupil and staff to learn from the situation, to not carry unresolved shame with them, and to remain hopeful for the future.

To achieve this, suspensions are issued with kindness and compassion. At our school we will always explain why the suspension is happening, separate the child/young person from their behaviours and ensure they have a safe adult who provides unconditional positive regard. We also provide hope for their return by planning for their reintegration and providing opportunities for them to share their views.

We refer to the [Education Access Team's Suspension Guidance](#).

Use of exclusion as a consequence

Our school considers the following principles/questions when considering exclusion:

- Is it absolutely necessary to exclude?
- Is it in the best interest of the child/young person?
- Is it in the best interest of the school community?

We also understand that the child/young person will likely remain within the local community. To sustain hope for the child/young person, exclusion is presented as a means of accessing an alternative safe space rather than a threat or punishment.

On the rare occasion that exclusion occurs, our school ensures:

- Positive goodbye with closure for staff, child/young person and their family
- A robust handover between school staff to support the transition to the new school/setting
- Ensuring the child/young person takes all their work with them to share with their new teachers, demonstrating their achievements and what they are proud of

- Restoration opportunities in the new school/setting, repairing the child/young person's relationship with education
- Encouragement to build new positive relationships to ensure a sense of belonging.

There are 15 DfE exclusion codes that can be used to record why a child/young person is excluded:

PP – Physical Assault against a pupil orientation and gender identity	PA – Physical Assault against an adult	VP – Verbal abuse/ threatening behaviour against a pupil
VA – Verbal abuse/ threatening behaviour against an adult	OW – Use or threat of use of an offensive weapon or prohibited item	BU – Bullying
RA – Racist abuse	LG – Abuse against sexual	DS – Abuse relating to disability
SM – Sexual misconduct	DA – Drug and alcohol related	DM – Damage
TH – Theft	MT – Inappropriate use of social media or online technology	DB – Persistent or general disruptive behaviour

As our school seeks to understand behaviour, we do not exclude for 'Persistent Disruptive Behaviour' as there are 14 alternatives which provide a far more meaningful description of behaviours.

We refer to the [Education Access Team's Exclusion Guidance](#).

Informing parents

If a pupil is at risk of suspension or exclusion the Headteacher will inform the parents as early as possible, in order to work together to consider what factors may be affecting the pupil's behaviour, and what further support can be put in place to improve the behaviour.

Where the Headteacher excludes or suspends a pupil the parent must be informed immediately and this must be followed by a letter on the same day as the suspension/exclusion.

The parents will also be provided with the following information in writing, without delay:

- The reason(s) for the suspension or permanent exclusion
- The length of the suspension or, for a permanent exclusion, the fact that it is permanent
- Information about the parents' right to make representations about the suspension or permanent exclusion to the governing board and, where the pupil is attending alongside parents, how they may be involved in this
- How any representations should be made
- Where there is a legal requirement for the governing board to hold a meeting to consider the reinstatement of a pupil, and that parents have a right to attend the meeting, be represented at the meeting (at their own expense) and bring a friend
- That parents have the right to request that the meetings be held remotely, and how and to whom they should make this request.

Please note, a child can only receive suspensions from a school for a maximum total of 45 days in one school year (even if they change school).

Informing the governing board

The Headteacher will, without delay, notify the governing board of:

- Any permanent exclusion, including when a suspension is followed by a decision to permanently exclude a pupil
- Any suspension or permanent exclusion which would result in the pupil being suspended or permanently excluded for a total of more than 5 school days (or more than 10 lunchtimes) in a term

- Any suspension or permanent exclusion which would result in the pupil missing a National Curriculum test or public exam
- Any suspension or permanent exclusion that has been cancelled, including the reason for the cancellation

Informing the local authority (LA)

The Headteacher will notify the LA of all suspensions and permanent exclusions without delay, regardless of the length of a suspension.

The notification will include:

- The reason(s) for the suspension or permanent exclusion
- The length of a suspension or, for a permanent exclusion, the fact that it is permanent

For a permanent exclusion, if the pupil lives outside the LA in which the school is located, the Headteacher will also, without delay, inform the pupil's 'home authority' of the exclusion and the reason(s) for it.

The Headteacher must notify the LA without delay of any cancelled exclusions, including the reason the exclusion was cancelled.

Harm from dysregulated (stress) behaviour

Our school always prioritises the safety and welfare of all staff and children/young people, recognising that everyone is entitled to a safe and supportive environment. Any incident (verbal or physical) which compromises safety can be perceived as harmful. Our staff understand through training that this behaviour is not necessarily deliberate, rather it is often due to a stress response.

Supporting those who have been harmed

Our staff and children and young people receive the individual support they need in response to any incident where the behaviour has compromised the wellbeing of someone else, causing harm. Occasionally there may be times, despite all reasonably practicable measures being taken, when prevention is unsuccessful, and someone is harmed. At these times our school ensures that this person (adult or child/young person) is fully supported.

We always consider the following:

- are they physically safe and protected?
- do they need immediate first aid & medical treatment?
- is there a need for immediate police involvement?
- ensure they have the opportunity to talk about the incident either with a trusted person or other independent service
- give reassurance to reduce feelings of guilt and/or anxiety

Risk Assessment Process

In our school we use a risk assessment process as the starting point for preventing harm for identified vulnerable children and young people. It identifies what is likely to cause stress to them, using all the information known about them. Once all this information is collated, a strategy for supporting a situation appropriately and keeping everyone safe can be developed. An example of information to be included in the risk assessment can be found in Appendix 9.

Physical intervention (control and restraint) - the use of reasonable force

At our school we make sure we are aware of our duties of care and follow the law. The law states that it is permissible to use reasonable force to prevent children and young people committing an offence, injuring themselves or others, or damaging property, and to maintain good order and discipline in the classroom. The latest guidance from the DfE can be found here: [DfE Behaviour in Schools February 2024](#)

The use of physical intervention techniques is only one aspect of co-regulation and is usually the last resort when it is deemed absolutely necessary. It may resolve a short-term situation, but the long-term aim must be to help the child or young person to be able to self-regulate during times of stress.

If such actions are necessary, the actions that we take aim to use the minimum amount of force necessary for the minimum amount of time necessary. Where physical intervention is needed, this is recorded and reported immediately to the Head teacher.

Our school follows the **Essex Guidance 'Understanding and Supporting Behaviour - Safe Practice for Schools and Educational Settings (Including the use of restrictive / non-restrictive physical intervention)'**

It can be found here: [Understanding and Supporting Behaviour - Safe Practice for Schools - August 2023.pdf \(essex.gov.uk\)](#)

Within this guidance, it is regarded as best practice to record every incident where the use of restraint has been deemed absolutely necessary and to follow the other recommendations set out in this document. This includes reporting to ECC via MySafety.

The MySafety system is used to record all accidents, violence, work related Ill Health and near misses.

[Click here to log an incident](#) (please use the Access Token: ABC123)

Where it has been deemed necessary to use a restrictive physical intervention, the detail of this should be accurately recorded and the incident communicated to parents. Parents should be informed of the incident initially by phone and it should then be followed up in writing.

Screening and searching children and young people

At our school we are all aware that there are legal provisions which enable school staff to confiscate items from children and young people:

DfE Advice for Schools July 2022 - [Searching, Screening and Confiscation \(publishing.service.gov.uk\)](#)

From this guidance our staff understand that they may confiscate items that are of high value, deemed inappropriate and are against the school policies or are causing concern. Where a specific policy about the item does not exist, the teacher should use their discretion about whether the item is returned to the child/young person or to their parent/guardian. Items returned to them should usually be returned no later than the end of that school day. If the item needs collecting by a parent/guardian, the teacher should ensure that the parent/guardian is made aware that an item has been confiscated – either through the child/young person or via text/phone call.

Where the item is of high value or deemed inappropriate, contact should be made directly with the parent/guardian.

Staff do have the power to search without consent for “prohibited items” including:

- knives and weapons
- alcohol
- illegal drugs
- stolen items
- any article that has been or is likely to be used to commit an offence, cause personal injury or damage to property; and any item banned by the school rules which has been identified in the rules as an item which may be searched for.
- tobacco and cigarette papers
- fireworks
- pornographic images

How we support children and young people with additional Social, Emotional and Mental Health needs

At our school, we acknowledge that some children will have, at times, additional needs. We recognise that children may experience a range of social, emotional, mental health needs which present themselves in many ways. These may include children displaying challenging, disruptive or stress-related behaviours. These behaviours may also reflect underlying social interaction difficulties, sensory or medical needs or clinically diagnosed needs such as attention deficit disorder, attention deficit hyperactive disorder, foetal alcohol disorder or attachment difficulties.

We will always endeavour to understand behaviour, support emotional wellbeing and make reasonable adjustments to our provision to support progress and engagement using a variety of strategies developed with key adults within the child's life (staff, family, professionals) in order to best meet their needs. In Essex, this is done in the context of One Planning. We also recognise the needs of children with Special Educational Needs and Disabilities (SEND) and follow the policies and procedures associated with supporting these children, including but not limited to, the SEND code of practice, Equal Opportunities and Disability Act.

Recognising that 'flexible consistency' allows for personalisation and reasonable adjustments, staff in our school are trusted to apply this policy with discretion through their knowledge of the child/young person's context. This includes integration between policies which enables staff to seek the views of internal school leads for SEND, Mental Health, Pastoral Support and Safeguarding to ensure that use of all the policies enable a fair and informed decision.

We understand that the communicating behaviour(s) most likely comes from a place of stress which may come from anxiety, fear or as a result of a barrier to learning. We have a duty to strive to help children to return to a place of regulation, within their 'Window of Tolerance', as only then will the child be in a place to learn, connect and thrive.

Ways to Support Understanding

At our school we believe that understanding what the behaviour is communicating to us is the first part for planning a response.

Our Principles - the things we will do as adults

All staff

- Model compassion and kindness, provide hope and support, connection and belonging.
- Understand that any event in a child or young person's life can impact on how they think, feel and act.
- Use of logical consequences rather than just simply punishments or sanctions.
- Provide routines, set limits and have clear boundaries.
- Regulate our own emotions.
- Are responsible for supporting the safety and other needs of children across the school.
- Take responsibility for their own personal safety and wellbeing.
- Seek to understand the communication behind the behaviour.
- Keep the relationship at the forefront when seeking to restore and repair (connection before correction).
- Co-regulate with children and help them to develop self-regulation strategies for the future.

Head Teacher

- Leads on all aspects of this policy and model the expectations for all staff.
- Ensures that all staff receive regular purposeful training to support relationships and minimise risk.
- Ensures that all staff are provided with clear instructions for reporting incidents of harm and that all such reports are thoroughly investigated and responded to.
- Ensures that risk assessments are carried out when required and that appropriate measures are implemented.
- Is the only person authorised to suspend or exclude a child or young person (or the Deputy Headteacher in their absence).

Deputy Head Teacher and Senior Leadership Team

- Lead on all aspects of this policy and model the expectations for all staff.
- Ensure the policy is implemented effectively.
- Ensure all staff are appropriately trained.
- Oversee the specific needs of all children across the school.
- Provide support to staff, children and parents/carers as necessary.
- Link with outside agencies to access additional services.
- Ensure that all tracking and reporting of incidents and additional needs are up to date.

Classroom Staff

- Plan the teaching and learning for all children.
- Include parents/carers in personalised planning for their child.
- Communicate regularly with parents/carers about their child's needs.
- Provide specific support for children experiencing any difficulties, whether this is an ongoing need or a short-term difficulty a child may be having.

Family

- Inform the school of any concerns about changes in their child's behaviour, emotional wellbeing or mental health.
- Have open conversations with the school.
- Engage with support offered by the school and other agencies to further support their child's needs.

Governors

- Ensure that appropriate policies are in place, that they are regularly reviewed, and their effectiveness monitored.
- Undertake their statutory role around suspension and exclusion.
- Ensure that all staff receive purposeful training in order that they can undertake their role.

Further Guidance

[Keeping children safe in education 2025 \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)

[Behaviour in schools Advice for headteachers and school staff February 2024](#)

[Trauma Perceptive Practice \(TPP\) information 2023](#)

[Use of reasonable force and other restrictive interventions guidance Government consultation Launch date Feb 2025](#)

[Suspension and permanent exclusion guidance August 2024 k\)](#)

[Searching, Screening and Confiscation July 2022](#)

[Positive environments where children can flourish \(2021\)](#)

[Creating a Culture: how school leaders can optimise behaviour \(DfE, 2017\)](#)

Notes on the Following Appendices

The following appendices contain ways to help us to understand the behaviour

- Appendix 1:** Hatfield Peverel Infant and Nursery School Behaviour flowchart (class version)
- Appendix 2:** Hatfield Peverel Infant and Nursery School Behaviour flowchart (adult version)
- Appendix 3:** Give me 5 poster
- Appendix 4:** Restorative conversation starters
- Appendix 5:** A Tool for Understanding and Reframing Behaviour
- Appendix 6:** STAR Analysis
- Appendix 7:** Adult Response Plan
- Appendix 8:** Environmental Checklists for children/young people with additional Social Emotional and Mental Health (SEMH) needs
- Appendix 9:** Risk assessment guidance

ZF November 2025

Behaviour Flowchart



		PRAISE THE POSITIVE	
PRAISE THE POSITIVE	1	Reminder	
	2	Warning	
	3	Time out	
	4	Welcome return 	
	5	Reflect and restore Discussion with a member of teaching staff at lunchtime	 SMART thinking club

Behaviour Flowchart



PRAISE THE POSITIVE

1	Reminder	➤ Remind child of the school rules and ERIC values. ➤ Draw back from confrontation. ➤ Speak to the child quietly and at eye level if possible. ➤ Remind them of class expectations and rules.
2	Warning	➤ Give the child time to rectify behaviour. ➤ Draw back from confrontation. ➤ Speak to the child quietly and at eye level if possible. ➤ Always follow up.
3	Time out	➤ 5-10 minutes time out to cool down in agreed class/safe space. ➤ No expectations to complete work. ➤ Adults to avoid confrontation and allow child to calm down safely.
4	Welcome return 	➤ Welcome positively back into the learning environment. ➤ Speak to the child quietly and at eye level if possible. ➤ Acknowledge good behaviour choices. ➤ Use positive praise to re-engage. ➤ Re-explain task if needed. ➤ Use non-verbal reminders. ➤ Listen to child.
5	Reflect and restore SMART thinking club	➤ Child will be referred to the SMART thinking club at a lunch time. ➤ Listen to child and use restorative conversation questions. Record if necessary. ➤ Parents/carers will be notified.

Give Me 5!

1. Your eyes are watching.



2. Your ears are listening.



3. Your body is still.



4. You are quiet.



5. You are ready to learn.



Appendix 4

Restorative Conversation Prompts   	1. Can you tell me what happened? 2. What were you thinking/feeling at the time? 3. How have you been thinking/feeling since it happened? 4. Who do you think has been affected and how did it make them feel? 5. What could you do now to help make things right? 6. How can we stop this from happening again and what could you do differently next time? 7. What can I do to help you? twinkl.com
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Appendix 5 - A Tool for Understanding and Reframing Behaviour

Describe the behaviour Review and be curious	Reframe the Behaviour from for example: “He’s just lazy” or “She just wants to get attention” to something more helpful. Examples of reframing-	Reflections How is this behaviour understandable? What’s getting in their way/what are the barriers? How can we help?	Adult response What do we need to intentionally teach? Find the barriers and remove them
Be the stress detective - why and why now? What is the typical adult response? • Is there an adult response plan? • Is the plan helpful, shared, used and understood? • Is there a personalised stress/distress management plan? Consider the environment Is there adequate differentiation for learning and sensory needs and personal strengths How are rules shared, talked about and explained?	Avoidant: in ‘fight/flight’ survival mode Defiant: in ‘fight/flight’ survival mode, coping with threat Aggressive(controlling): outside window of tolerance. Dysregulated in the hyperarousal state as a result of becoming distressed. Now in ‘fight’ survival mode, adaptive strategy to manage underlying vulnerability e.g. fears, anxieties, helplessness, confusion, shame, or feeling frightened Attention seeking: attachment/connection needing: they need time and attention for something in that moment (they do not feel safe and secure yet and trying to gain a sense of belonging) Withdrawn: cautious possible indicator of an emerging ‘flight/hypoarousal and or freeze’ response being used to cope with the situation Rude: self-protective: “I need you to know how I feel so I’m going to make you feel like it too so you will help me”, or “I don’t think you like me/don’t care”. In fight mode. Not engaging: doesn’t feel safe yet. possible indicator of an emerging dysregulation response being used to cope with the situation.	The impact of trauma For example-How have any adverse experiences affected their ability to trust, share attention? (confirmed or assumed) Feelings fuelling the behaviour Is the child/young person projecting their feelings onto you? Are you inadvertently re-enacting previous relationships? Are you too distressed by the behaviour to co-regulate? Attachment history- what is their survival strategy? How have earlier experiences shaped the child/young person’s preference for connecting with others? How is this being challenged/affirmed? Social development Can they play with or are they better alongside? Can they share and negotiate? Do they show empathy?	Structure and Predictability Visual routines, preparation for transitions, opportunities for sensory input and relaxation Adapt the learning Small steps, time limited, clear and realistic expectations, choice and use the child/young persons’s strengths Rhythmic/repetitive intervention/support. Relationships with the staff Compassionate and kindness in the greetings, verbal language and body language; genuine empathy for tough times, exploration of feelings, use of regulate/relate/reason. Use PACE. Relationships with peers Role playing and social stories, mentors, clear roles in any group activity, reduce competition, increase play and fun.

Blank template

A Tool for Understanding and Reframing Behaviour

Describe the behaviour Review and be curious	Reframe the Behaviour	Reflections How is this behaviour understandable? What's getting in their way/what are the barriers? How can we help?	Adult response What do we need to intentionally teach? Find the barriers and remove them

Appendix 6: STAR Analysis

What happened at the time?	What staff could do differently in the future.
Setting (Time, environment, relationships, etc.)	
Trigger (stressors)	
Action (What happened?)	
Response (What the adults did?)	

Appendix 7: Adult Response Plan

Window of Tolerance What the child/young person is like when regulated, calm and engaged?	How best to support and maintain this and support regulation
Dysregulation What are the first signs that things are becoming too stressful?	Strategies to support and to co-regulate
Hyperarousal What are the communicating behaviours?	Interventions necessary to support and co-regulate
Hypoarousal What are the communicating behaviours?	Interventions necessary to support and co-regulate

Appendix 8: Environmental Checklists for children/young people with additional Social Emotional and Mental Health (SEMH) needs

Consider the needs of a specific child/young person before exploring the school environment with them in mind.

The questions are designed to be prompts to inform One Planning.

The individual checklists complement each other, but separate different school environments in order to consider a child's presentation in different contexts thus drawing attention to differences and similarities. Some questions are therefore repeated.

Safety	Y/N n/a	What needs to be done
If deemed appropriate, has a risk assessment been completed to assess and manage risks involved in the provision for the child/young person?		
Have actions been taken to address identified risks?		
Have staff received appropriate training as part of addressing identified risks?		
Have parents/carers been involved in the assessment and planning to support the safety of their child/young person in school?		
Have parents/carers been informed of any incidents where safety of their child/young person has been of concern?		
Is the child/young person feeling secure in their relationships with adults and peers? (see Social Interaction section)		

The SEND Environment	Y/N n/a	What needs to be done
Has a One Page Profile been completed for this child/young person?		
Are procedures in place to share the One Page Profile with familiar adults and those unfamiliar with the child/young person eg. supply teachers?		
Is One Planning in place for this child/young person?		
Is there a current Adult Response Plan in place for the child/young person?		
Are major/repetitive incidents or communicating behaviours which cause concern analysed so changes can be planned for? (using ABC/STAR analysis tools)		
Has the school/setting communicated appropriately and effectively with the child/young person's parents/carers?		
Does the child/young person separate appropriately from parents/carers at the start of the day and return happily to them at the end of the day?		
Are parents/carers requesting parenting support at home and have they been appropriately signposted?		
Are there any outside agencies already involved in the support for the child/young person?		
If outside agencies are involved, have their recommendations been followed effectively?		
Have interventions provided by outside agencies been delivered?		

The Learning Environment	Y/N n/a	What needs to be done
Have the child/young person's views about their learning been sought?		
Is the child/young person able to access support quickly in the classroom when necessary?		
Is a Learning Support Assistant directed to support the child/young person?		
Does the Learning Support Assistant have a good understanding of the child/young person's needs?		
In line with best practice, does the Learning Support Assistant offer hover support?		
Are there procedures in place to regulate and monitor the use of personalised provision if necessary?		
Is there safe place that the child/young person can access within the classroom when necessary?		
Is the child/young person seated in a place that supports their needs eg. away from distractions or close to the exit?		
Is the child/young person able to attend to and engage with whole class learning?		
Is the child/young person seated with good role models and away from others who may prove distracting?		
Is the child/young person able to work effectively with peers in a group?		
Is the child/young person able to focus and complete independent work for an appropriate period of time?		

Are adults using positive language around and to the child/young person?		
Are adults using the language of Growth Mindset to support the child/young person?		
Are the child/young person's feelings and emotions acknowledged?		
Do staff react consistently to communicating behaviours?		
Are rewards and consequences given fairly and consistently?		
Is the child/young person given access to sensory, movement or brain breaks when necessary?		
Have the child/young person's sensory needs been explored? If so, has provision been made for them?		
Does the child/young person have good relationships with the adults in the classroom?		
Does the child/young person enjoy being given responsibility?		
Are there times when the child/young person can focus on work for longer periods of time?		
Are there specific subjects that the child/young person finds more difficult to engage with, such as Literacy or PE?		
Is the child/young person able to work outside of the classroom when appropriate?		
Is the child/young person supervised adequately when out of the classroom?		

Do all staff know how to react to the child/young person and his/her communicating behaviour when encountering them in the school?		
Is the child/young person able to follow normal school rules and routines without additional supervision e.g. using the toilets appropriately, sitting with peers in assembly?		
Is the child/young person able to line up with their peers?		
Does the child/young person have any other significant relationships with staff or children around the school?		

Social interaction (less structured environments)	Y/N n/a	What needs to be done
Have the child/young person's views about friendships and relationships with adults and peers been sought?		
Does the child/young person have friends they can play with?		
Is the child/young person able to interact appropriately with other children beyond their friendship group?		
Is the child/young person able to play safely and independently?		
Are there systems in place that allow the child/young person to access play opportunities eg. play leaders, equipment?		
Are there alternative, more structured environments available within the school available to support the child/young person eg. lunch clubs?		
Does the child/young person know how to access adult support in less structured environments?		
Do the adults supervising have a clear understanding of the child/young person's needs?		
Do staff react consistently to communicating behaviours?		
Are rewards and consequences given fairly and consistently?		

Appendix 9: Risk Assessment Guidance

Key Questions for the Risk Assessment

1. Assess the risk and reducing the potential for harm

Adopting precautionary and preventative steps which help to avoid, prevent, minimise or mitigate incidents where staff can be harmed. Maintaining a sense of proportion in relation to the assessed risk. Best practice will be to involve parents/carers and the child or young person in this risk assessment process.

Possible questions to inform the risk assessment

- What harm could occur and how severe could this be? How likely is this harm?
- What information is provided for staff, how is it communicated?
- Is the right level of training provided to relevant staff?
- Are there changes needed to the way people carry out their duties or where they work?
- Has there been sufficient accounting of the site layout and the knowledge of the immediate working environment?
- Incident recording and response to incidents.
- How is any information, reports, involvement with other agencies such as the police and Children's Social Care shared?

The assessment will include:

- Identified vulnerable child/young person (those that are most likely to become dysregulated when, where including activities and areas).
- Existing preventative measures and evaluation of the other potential risks.
- Additional preventative and control measures identified, including timescales.
- Communication procedures and review arrangements.

2. Write an action plan

Any actions should be written monitored by Head Teacher/Senior Management and Governors to ensure that all items identified have sufficient resources allocated and have been addressed. The plan should be fit for purpose and tailored to managing the specific risk presented by identified child/young person or groups of children and young people. The plan should include the following:

- Action required,
- Action by whom
- Risk priority
- Projected timescales
- Date completed

3. Monitor, Review and update the assessment

Any risk assessment should be regularly reviewed and updated. It also should be visited again following a significant incident to reflect on any learning or additional protective measures.