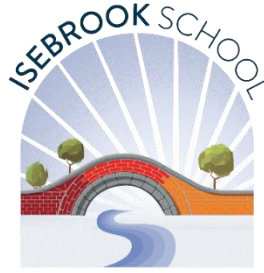


Isebrook School

Relationship Policy



ABOUT THIS DOCUMENT:

Purpose: This policy includes a written statement outlining how Isebrook supports staff and students in Behaviour for Learning across the school using a range of strategies and approaches.

The aim is to ensure that the strategies and approaches are used effectively and for all students and staff to work and learn in a safe environment.

Complied by: T Hall	Date: Jan 22
Committee: LGB	Date agreed by Governors: Jan 22
Review Cycle: Annually	Review Date: Jan 23

Isebrook School

Relationship Policy

Contents

1. Aims.....	3
2. Legislation and statutory requirements.....	4
3. Definitions	4
4. Bullying.....	6
5. Roles and responsibilities.....	7
6. Student code of conduct.....	8
7. Rewards and consequences.....	8/9
8. Managing behaviour: our underlying approaches.....	11
9. Pupil transition	17
10. Training	17
11. Monitoring arrangements.....	18
12. Links with other policies	18
Appendix 1: written statement of behaviour principles.....	19

Wellbeing in our Trust

We understand that our role in managing behaviour is based upon building and managing positive relationships. However, managing conflict can be challenging and so this document aims to set out procedures to be followed to minimize what can be a difficult process.

Health and wellbeing is everyone's responsibility and we encourage an open and honest culture whereby anyone can discuss any issues they may have. We are all affected by poor physical and mental health at times during our lives and it is important the appropriate support is available in a timely manner.

The Trustees of Creating Tomorrow take the health and wellbeing of all employees seriously and are committed to supporting our staff. The Trustees ensure that support for staff is available through:

- Effective line management
- Commitment to reducing workload
- Supportive and professional working environments
- Employee support programs
 - o Health Assured (confidential counselling support available through your Perkbox account).
 - o The Teacher Support Line telephone number 08000 562561 or website www.educationsupport.org.uk

Isebrook School

Relationship Policy

PRINCIPLES

The governors and staff at Isebrook SEN Cognition & Learning College believe that every student has the right to learn in a calm, safe and caring environment. We strive to ensure that all students have the social and emotional skills to be successful when they leave school.

All staff and students are expected to adopt and apply our Four Core Values, which were introduced in September 2010 following student and staff consultation and have been regularly revisited with staff, students and families. This policy therefore replaces the previous behaviour policy.

1. Aims

This policy aims to promote and embed Isebrook's Core Values:

Isebrook expect all staff and students to show the Core Values at all times.

<u>Compassion</u>	<u>Achievement</u>	<u>Responsibilit</u>	<u>Respect</u>
			
<p><i>We show compassion by:</i></p> <ul style="list-style-type: none"> Understanding differences Helping & supporting others Forgiving mistakes Using kind words Co-operating with others 	<p><i>We achieve by:</i></p> <ul style="list-style-type: none"> Attending school Being ready to learn Working to best of my ability Embracing opportunities Aiming high 	<p><i>We take responsibility by:</i></p> <ul style="list-style-type: none"> Owning our behaviour & being truthful Reflecting on our actions Being ready to help others & be helped Being ready to listen & learn in lessons Looking after the school 	<p><i>We show respect by:</i></p> <ul style="list-style-type: none"> Using appropriate language Following instructions Keeping hands & feet to self Keeping yourself & others safe Looking after property & equipment

The core values are linked to the school's reward system and the principles of Protective Behaviours. We believe that all behaviour communicates a need. Our overall aim is to enable all students to feel safe and ready to learn so that they can become successful learners, confident individuals and

Isebrook School

Relationship Policy

responsible citizens. We achieve this by having a very clear focus and understanding within school on the principles of Behaviour for Learning which identifies a student's:

- Relationship with self;
- Relationship with others;
- Relationship with the curriculum.

2. Legislation and statutory requirements

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

- [Behaviour and discipline in schools;](#)
- [Searching, screening and confiscation at school;](#)
- [The Equality Act 2010;](#)
- [Use of reasonable force in schools;](#)
- [Supporting pupils with medical conditions at school.](#)

It is also based on the [special educational needs and disability \(SEND\) code of practice](#).

In addition, this policy is based on:

- Section 175 of the [Education Act 2002](#), which outlines a school's duty to safeguard and promote the welfare of its pupils;
- Sections 88-94 of the [Education and Inspections Act 2006](#), which require schools to regulate pupils' behaviour and publish a behaviour policy and written statement of behaviour principles, and give schools the authority to confiscate pupils' property;
- Schedule 1 of the [Education \(Independent School Standards\) Regulations 2014](#); paragraph 7 outlines a school's duty to safeguard and promote the welfare of children, paragraph 9 requires the school to have a written behaviour policy and paragraph 10 requires the school to have an anti-bullying strategy;
- [DfE guidance](#) explaining that academies should publish their behaviour policy and anti-bullying strategy online.

3. Definitions

We expect all members of the school community to live and breathe our core values:

Staff: to model expected behaviour and the Language of Safety as set out in the Protective Behaviours framework.

Students: to take ownership and responsibility for their behaviour;

Parents: to uphold the relationship policy and support the school to support their child.

Governors: to monitor and support the policy and evaluate its effectiveness.

Isebrook School

Relationship Policy

All students are expected to:

- Show safe behaviour in line with our core values;
- Take responsibility for their own behaviour choices;
- Reflect on the impact that their behaviour has on themselves and others;
- Show care and consideration towards others and be tolerant and respectful of individual differences, beliefs and opinions;
- Respect each other's personal space;
- Work hard and to the best of their ability;
- Listen carefully whilst others are talking;
- Look after personal belongings;
- Take care of the school environment;

All staff are expected to:

- Build positive relationships with students and champion them at all times
- Have in depth knowledge and understanding of individual students support needs as set out in their Educational Health Care Plans;
- Offer praise and encouragement for students;
- Offer challenge and highlight their achievements;
- Use non – confrontation strategies to support students to manage their behaviour using methods of Total Communication
- Make explicit, in a constructive and positive way, the behaviour expected of students to help them identify and label safe and unsafe behaviours;
- Follow the staff Code of Conduct;
- Provide support and encouragement to each other in accordance with the policies and procedures of the school;
- Undertake all duties in a professional manner

Serious incidents of behaviour are defined as:

- Repeated breaches of the school rules;
- Any form of bullying;
- Sexual violence, such as rape, assault by penetration, or sexual assault (intentional sexual touching without consent)
- Sexual harassment, meaning unwanted conduct of a sexual nature, such as:
 - Sexual comments
 - Sexual jokes or taunting
 - Physical behaviour like interfering with clothes
 - Online sexual harassment such as unwanted sexual comments and messages (including on social media), sharing of nude or semi-nude images and/or videos, or sharing of unwanted explicit content
- Vandalism;
- Theft;
- Fighting;
- Smoking;
- Racist, sexist, homophobic or discriminatory behaviour;

Isebrook School Relationship Policy

- Possession of any prohibited items including:
 - Knives or weapons;
 - Alcohol;
 - Illegal drugs;
 - Stolen items;
 - Tobacco, vapes and cigarette papers;
 - Fireworks;
 - Pornographic images;
 - Any article a staff member reasonably suspects has been, or is likely to be, used to commit an offence, or to cause personal injury to, or damage to the property of, any person (including the student).
 - Any item banned by the school rules which has been identified as an item that can be searched for

4. Bullying

At Isebrook we believe that everyone has the right to feel safe all of the time and that we have a responsibility to create and maintain a safe and secure environment for students and adults alike. All incidents of bullying (including perceived bullying) are recorded electronically on Arbor and members of the Leadership Team are alerted immediately.

Bullying is **NOT** an inevitable part of school life, or part of growing up and we believe that we should work together to make our school a happy, enjoyable and safe place for all.

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying can include:

Type of bullying	Definition
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Prejudice-based & discriminatory including: Racial, Faith-based, gendered (sexist), homophobic / biphobia, transphobic, disability based	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)

Isebrook School Relationship Policy

Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

Bullying affects everyone, not just the bullies and the victims. It affects those who witness violence, aggression and the distress of the victim. It may damage the atmosphere of the class and change the 'climate' of the school. As part of our commitment to safeguarding our students, all staff are trained to identify possible signs and indicators of bullying and how to report concerns.

Prevention:

Specific curricular approaches are used to explore the issues surrounding bullying; to give students strategies to use if bullied and to make explicit the school's policy on bullying.

Safe and unsafe behaviours are explicitly taught through PSHE & Protective behaviours within each year group. This reinforces the themes and messages via planned activities (group or individual), assemblies, modelling and post incident de-briefing.

Procedure:

All incidents of bullying will be investigated and where possible a Restorative Approach will be used to repair the harm that has been caused. This approach has been adopted by Isebrook as the preferred way of managing incidents of bullying.

- 1) In the first instance a member of the Leadership Team will speak with both the victim and the alleged bully with the view to facilitating a restorative repair. Where bullying has been identified, Parents / Carers will be informed.
- 2) Any further incidents of bullying will then be managed by the Head teacher / Deputy Head / Assistant Head & Parents / Carers will be invited into school for a meeting.

5. Roles and responsibilities

5.1 The governing board

The governing board is responsible for reviewing and approving the written statement of behaviour principles (appendix 1).

The governing board will also review this relationship policy in conjunction with the headteacher and monitor the policy's effectiveness, holding the headteacher to account for its implementation.

Isebrook School

Relationship Policy

5.2 The headteacher

The headteacher is responsible for reviewing this relationship policy in conjunction with the governing board, giving due consideration to the school's statement of behaviour principles (appendix 1). The headteacher will also approve this policy.

The headteacher will ensure that the school environment encourages positive behaviour and that staff deal effectively with unsafe behaviour, and will monitor how staff implement this policy to ensure rewards are applied consistently.

5.3 Staff

Staff are responsible for:

- Implementing the relationship policy consistently;
- Modelling positive and safe behaviour;
- Providing a personalised approach to the specific behavioural needs of particular students;
- Recording behaviour incidents using the school's recording system;
- The leadership and pastoral team will use and analyse data to support staff in managing behaviour incidents. This may include producing an individual proactive support plan, observations, working directly with staff and students to support and liaising with parents/carers and other professionals.

5.4 Parents

Parents are expected to:

- Support their child in adhering to the student code of conduct;
- Inform the school of any changes in circumstances that may affect their child's behaviour;
- Discuss any behavioural concerns with the class teacher promptly.

6. Student code of conduct

Students are expected to:

- Show respect to members of staff and each other;
- Allow others to learn without causing disruption
- Move safely around the school;
- Treat the school buildings and school property with respect;
- Wear the correct uniform at all times;
- Take responsibility for their actions and put things right in line with the principles of restorative repair
- Refrain from behaving in a way that brings the school into disrepute, including when outsidetheschool.

7. Rewards and consequences

Isebrook School

Relationship Policy

7.1 List of rewards and consequences:

Positive behaviour will be rewarded with:

- Praise;
- House points
- Recognition of successes through Class Dojo
- Letters, postcards, stickers
- Certificates
- Special responsibilities
- Phone calls home to parents/carers;
- Pastoral Tea;

Isebrook may use a range of strategies in response to unsafe behaviour:

- A verbal reminder;
- Use of sensory spaces in the classroom;
- Asking the student to leave the class or directing the student to an identified safe space;
- Time away to reflect at break, lunchtime or after school. This may be to catch up on missed work;
- Referring the student to a member of the leadership or pastoral team for further support;
- Contact with parents/carers;
- Agreeing a behaviour contract/report in agreement with the student
- Restorative conversations/repair.

We may use the pastoral area in response to serious or persistent unsafe behaviour. This may result in a student needing to work in the Pastoral area for a period of time.

As a last resort the school may use an exclusion (see 7.4)

7.2 Zero tolerance approach to sexual harassment and sexual violence

The school will ensure that all incidents of sexual harassment and/or violence are met with a suitable response, and never ignored.

Students are encouraged to report anything that makes them uncomfortable, no matter how 'small' they feel it might be.

The school's response will be:

- Proportionate
- Considered
- Supportive
- Decided on a case-by-case basis

Consequences for sexual harassment and violence will be determined on a case by case basis and will be proportionate and relevant to the incident.

The school has procedures in place to respond to any allegations or concerns regarding a child's safety or wellbeing. These include clear processes for:

Isebrook School

Relationship Policy

- Responding to a report
- Carrying out risk assessments, where appropriate, to help determine whether to:
 - Manage the incident internally
 - Refer to early help
 - Refer to children's social care
 - Report to the police

Please refer to our child protection and safeguarding policy for more information

7.3 Off-site behaviour

Consequences may be applied where a student has shown unsafe behaviour off-site when representing the school. This includes the following:

- Taking part in any school-organised or school-related activity (e.g. school trips)
- Travelling to or from school
- Wearing school uniform
- In any other way identifiable as a student of our school

Consequences may also be applied where a student has been unsafe off-site at any time, whether or not the conditions above apply, if the unsafe behaviour:

- Could have repercussions for the orderly running of the school
- Poses a threat to another student or member of the public
- Could adversely affect the reputation of the school

Consequences will only be given out on school premises or elsewhere when the student is under the lawful control of the staff member (e.g. on a school-organised trip).

7.4 Exclusions

(Please see exclusions policy)

We expect all students to remain at school and will put in place supports for all students to do so, however there may be times when a student being at school is detrimental to their own safety, the safety and learning of others.

The school may use an exclusion as a last resort to:

7.4.1 Maintain safety

7.4.2 Provide time away from school for the student to reflect upon their behaviour and prepare for a return to learning

7.4.3 Provide time for the school to arrange appropriate support measures, e.g. timetable review, educational psychology support etc

7.5 Allegations against members of staff or other students

Where a student makes an accusation against a member of staff and that accusation is shown to have been malicious, the headteacher will follow up with the student in accordance with this policy.

Isebrook School

Relationship Policy

Where a student makes an allegation of sexual violence or sexual harassment against another student and that allegation is shown to have been deliberately invented or malicious, the school will consequence the student in accordance with this policy.

In all cases where an allegation is determined to be unsubstantiated, unfounded, false or malicious, the school (in collaboration with the local authority designated officer, where relevant) will consider whether the student who made the allegation is in need of help, or the allegation may have been a cry for help. If so, a referral to children's social care may be appropriate.

The school will also consider the pastoral needs of staff and students accused of misconduct.

Please refer to our child protection and safeguarding policy for more information on responding to allegations of abuse against staff or other students.

8. Managing behaviour

8.1 Classroom management

Teaching and support staff are responsible for setting the tone and context for positive behaviour within the classroom.

They will:

- Create and maintain a stimulating environment that encourages students to be engaged;
- Plan and create a curriculum that supports and encourages students to engage;
- Display the student code of conduct / core values within the classroom;
- Promote and model a range of strategies to support students to show safe behaviours including Protective behaviours, Core Values, Skills Builder, Zones of regulation and Restorative Approaches to resolving conflict as detailed in this policy;
- Develop a positive relationship with students and champion them which **will** include:
 - Greeting students in the morning/at the start of lessons;
 - Establishing clear routines & boundaries;
 - Highlighting, promoting and modelling safe behaviour;
 - Having a plan for dealing with low-level disruption;
 - Using positive affirmations;
 - Building a relationship and getting to know each student and the support they need to be successful at Isebrook.

8.2 Physical intervention

In some circumstances, staff may physically intervene to prevent a student from:

- Unsafe behaviour such as causing harm to themselves or others;
- Damaging property
- Causing serious disruption

Incidents of physical intervention must:

Isebrook School

Relationship Policy

- Always be used as a last resort;
- Be applied using the minimum amount of physical intervention and for the minimum amount of time possible;
- Be used in a way that maintains the safety and dignity of all concerned;
- Never be used as a form of punishment;
- Be recorded and reported to parents.

At Isebrook staff are trained to use the Team Teach approach for physical intervention. This focuses on de-escalation strategies and uses physical intervention as a last resort.

Staff must consider if the use of physical intervention is necessary, reasonable and proportionate. If a physical intervention has happened, the staff involved **MUST** complete the relevant section of the reporting system incident form and log the time, date and duration of intervention, type of physical intervention, witnesses and the rationale behind it.

Parents/Carers must be informed if a physical intervention has taken place with their child by the class team, key stage leader or pastoral team as appropriate.

It is the responsibility of those involved in the physical intervention to ensure that parents/carers are informed and as part of their responsibility to themselves ask for debrief as required.

Debrief will be with a member of the Pastoral or Leadership team and will be recorded on the recording system which enables us to reflect and develop safe practice.

8.3 Confiscation

Any prohibited items (listed below) found in a student's possession will be confiscated.

These items will not be returned to students.

- knives or weapons
- alcohol
- illegal drugs
- stolen items
- tobacco and cigarette papers
- fireworks
- pornographic images
- any article that the member of staff reasonably suspects has been, or is likely to be, used to commit an offence, or to cause personal injury to, or damage to the property of, any person (including the student).

We will also confiscate any item which we believe to be harmful or unsafe. These items will be returned to students after discussion with senior leaders and parents as appropriate.

Searching and screening pupils is conducted in line with the DfE's [latest guidance on searching, screening and confiscation](#).

8.4 Restricting liberties:

At Isebrook school students will **never** be:

Isebrook School

Relationship Policy

- locked in a room;
- left alone / unsupervised;
- deprived of food / drink;
- denied access to the toilet.

8.5 Student support

The school recognises its legal duty under the Equality Act 2010 to prevent students with a protected characteristic from being at a disadvantage. Consequently, our approach to behaviours that challenge will be differentiated and personalised to cater to the needs of the student.

Isebrook's Pastoral and Welfare Team will work with students, staff, and families and outside agencies to support a student who exhibits behaviours that challenge to determine whether they have any underlying needs that are not currently being met. A range of proactive strategies will be put in place to support the student and will be regularly reviewed.

Where necessary, support and advice will also be sought from specialist practitioners, Educational & Clinical Psychologist, medical practitioners and/or others, to identify or support specific needs.

8.6 Underlying approaches to managing behaviour:

At Isebrook we have a range of approaches and strategies which support students to understand expectations, identify and label their own emotions and feelings and to reflect on their own behaviour choices as detailed below:

Protective Behaviours:

Protective Behaviours (PBs) provides a framework for personal safety, self-esteem, resilience and confidence building. It is an internal process where each person applies the ideas to their own unique experience. It encourages self-empowerment and brings with it the skills to avoid feeling unsafe. This is achieved by helping students to recognise and trust their intuitive feelings (Early Warning Signs) and to develop strategies for self-protection. The Protective Behaviours process encourages an adventurous approach to life which satisfies the need for fun and excitement without violence and fear.

There are two themes which are explicitly taught to all students and revisited on a regular basis.

"We all have the right to feel safe all of the time"

"We can talk with someone about anything even if it feels awful or small"

All students are supported to have a network of support which identifies adults in school and at home who they can talk with if they are feeling unsafe. Students produce this in the form of a 'helping hand' or similar and these are displayed as a visual reminder.

Students are taught to recognise their own signs when they are beginning to feel unsafe and these are known as 'early warning signs'. Students identify physical feelings such as butterflies in their tummy, heart beating faster and clammy hands. This supports students to be able to self-regulate and this in turn increases their emotional literacy.

Isebrook School

Relationship Policy

Protective behaviours use the language of safety and refers to all behaviours as 'safe' or 'unsafe'. At Isebrook we use this in all conversations to reinforce;

"Feelings are just feelings"

"Thoughts are just thoughts"

"Behaviour is a choice"

Zones of regulation: A framework to foster self-regulation and emotional control:

At Isebrook the Zones of regulation are introduced in Year 7 when students transfer into their secondary phase of education. Students identify where they are on the Zones and learn to recognise their thoughts and feelings early on thus enabling them to use strategies to regulate themselves into a safe, ready to learn state.

The Zones is a systematic, cognitive behavioural approach used to teach self-regulation by categorizing all the different ways we feel and states of alertness we experience into four concrete coloured zones. The Zones framework provides strategies to teach students to become more aware of and independent in controlling their emotions and impulses, manage their sensory needs, and improve their ability to problem solve conflicts.

By addressing underlying deficits in emotional and sensory regulation, executive functioning, and social cognition, the framework is designed to help move students towards independent regulation. The Zones of Regulation incorporates Social Thinking, concepts and numerous visuals to teach students to identify their feelings/level of alertness, understand how their behaviour impacts those around them, and learn what tools they can use to manage their feelings and states.

The four Zones: our feelings and states determine our Zone

The **Red Zone** is used to describe extremely heightened states of alertness and intense emotions. A person may be elated or experiencing anger, rage, explosive behaviour, devastation, or terror when in the Red Zone.

The **Yellow Zone** is also used to describe a heightened state of alertness and elevated emotions, however, one has more control when they are in the Yellow Zone. A person may be experiencing stress, frustration, anxiety, excitement, silliness, the wiggles, or nervousness when in the Yellow Zone.

The **Green Zone** is used to describe a calm state of alertness. A person may be described as happy, focused, content, or ready to learn when in the Green Zone. This is the zone where optimal learning occurs.

The **Blue Zone** is used to describe low states of alertness and down feelings such as when one feels sad, tired, sick, or bored.

The Zones can be compared to traffic signs. When given a green light or in the Green Zone, one is "good to go". A yellow sign means be aware or take caution, which applies to the Yellow Zone.

Isebrook School

Relationship Policy

A red light or stop sign means stop, and when one is in the Red Zone this often is the case. The Blue Zone can be compared to the rest area signs where one goes to rest or re-energise.

All of the zones are natural to experience, but the framework focuses on teaching students how to recognise and manage their Zone based on the environment and its demands and the people around them. For example, when playing on the playground or in an active/competitive game, students are often experiencing a heightened internal state such as silliness or excitement and are in the Yellow Zone, but it may not need to be managed.

However, if the environment is changed to the library where there are different expectations than the playground, students may still be in the Yellow Zone but have to manage it differently so their behaviour meets the expectations of the library setting.

Skills Builder

Skills builder is a programme designed to introduce students to eight essential transferable skills. Teaching a skills based curriculum is essential in preparing our students for adulthood. These are real life skills needed to reach their full potential in everyday life and employment. The eight skills link to other parts of the curriculum, enabling the students to use them in all learning.

A Restorative Approach:

*Our job is to teach the STUDENTS we have,
NOT those we would like to have,
NOT those we used to have,
But those we have right now
ALL of them*
Dr. Kevin Maxwell

At Isebrook, we have high expectations of our students. We encourage all students to try their best to achieve their goals. They should be supported in understanding that it is the responsibility of staff and students to uphold and maintain our school values and ethos. For occasions when this is proving not to be the case, we use restorative approaches to help students understand the impact of their own behaviour on others and to support them to think about what they could do next time and to start to take responsibility for themselves.

We believe that by using a Restorative Approach we are giving students the skills to independently make safer and more informed choices in the future. Restorative approaches encourage students to think about how their behaviour affects others, both students and staff. It helps them to develop respect and responsibility. If a student in our school has been negatively affected by someone's behaviour, we will try our very best to make sure they feel that it has been put right for them and that it will not happen again.

If a student has shown unsafe behaviour they will be asked to put things right and change their behaviour so it does not happen again. The aim is for a Restorative Approach to allow ALL parties to have their say AND be listened to.

Isebrook School

Relationship Policy

About Restorative Language:

When our students find themselves in conflict or upset we will ask them:

What happened?
What were you thinking at the time?
What were you feeling at the time?
Who has been affected?
What needs to happen to put it right?

We might also say to our students:

What would you do differently next time?
How do you think you would you feel if this happened to you?
What support do you need from us to help you?

Most situations can be dealt with by working through these questions. The aim is that the outcome is fair for everyone. If somebody is upset, we aim to make them feel better. If someone has done something wrong, we expect them to take responsibility for their actions and fix the situation.

Restorative process:

Restorative processes bring those harmed by conflict and those responsible for the harm, into communication, enabling everyone affected by a particular incident to play a part in repairing the harm and finding a positive way forward.

Dialogue with your students: Having a reflective and restorative dialogue with students is a powerful way to communicate and repair the harm that has been caused.

Debrief: Students and Staff may need a period of time to debrief after an incident has happened. This may be in the form of some quiet time out or a conversation with another member of staff such as the Pastoral Team / Leadership team.

Arbour: Notifications are sent to class teachers and the Pastoral Team. This allows staff to see any behaviours which have happened during the day and then a dialogue can be opened up between the class staff and student to unpick the behaviour and follow the restorative steps to put it right.

Some students will need more support and this may involve the Pastoral Team, Key Stages Leaders or Senior Leadership Team.

Schools that use this approach have found that they have been able to:

Isebrook School

Relationship Policy

Reduce
Exclusions
Disruptive /
unsafe behaviour
Conflict
Bullying

Improve
Behaviour for
Learning
Relationships
Self Esteem
Attendance

Develop
Honesty
Responsibility
Accountability
Empathy
Emotional Literacy Skills
Conflict Resolution Skills
Positive Learning Environment

Equality for All

We understand and respect that all of our students are different and provide a school experience that is accessible and appropriate for all our students. Through careful monitoring, should it present itself as necessary, we will seek the support and guidance of other professionals such as:

- Pastoral & Welfare Team including ELSA's, Occupational Therapist, SEND & Inclusion Lead, Family Support Advisor & Pastoral Support Team;
- Educational Psychologist;
- Counselling Psychologist;
- External support agencies as necessary.

9. Pupil transition

To ensure a smooth transition to the next year, students have transition sessions with their new teacher(s). In addition, staff members hold transition meetings.

At Isebrook, students have an extended transition period whereby they move up to their new classes and a transition timetable is planned. This allows students time to get to know their new class and staff teams as well as their new environment.

There are opportunities built into this time to allow the SEND & Inclusion Lead / Key stage leaders to visit students at their feeder schools and meet with parents prior to their formal start at Isebrook.

10. Training

Our staff are provided with Team Teach training on managing behaviour, including use of de-escalation strategies and physical interventions as part of their induction process. This is updated on a regular basis and formally every two years and forms part of staffs continuing professional development.

Isebrook School

Relationship Policy

In addition to the above, training on attachment awareness, restorative approaches and managing specific learning needs are in place.

11. Monitoring arrangements

This Relationship policy will be reviewed by the headteacher every two years. At each review, the policy will be approved by the headteacher and governing body.

12. Links with other policies

This Relationship policy is linked to the following policies:

- ☐ Exclusion policy;
- ☐ Child Protection & Safeguarding policy.

Isebrook School

Relationship Policy

APPENDIX 1: WRITTEN STATEMENT OF BEHAVIOUR PRINCIPLES

- ☐ Every student understands they have the right to feel safe, valued and respected, and learn free from the disruption of others
- ☐ All students, staff and visitors are free from any form of discrimination
- ☐ Staff and volunteers set an excellent example to students at all times
- ☐ Rewards, consequences and reasonable force are used consistently by staff, in line with the relationship policy
- ☐ The Relationship policy is understood by students and staff
- ☐ The exclusions policy explains that exclusions will only be used as a last resort, and outlines the processes involved in permanent and fixed-term exclusions
- ☐ Students are helped to take responsibility for their actions through a restorative approach
- ☐ Families are involved in behaviour incidents to foster good relationships between the school and parents / carers
- ☐ The governing body also emphasises that violence or threatening behaviour will not be tolerated in any circumstances