



Adults' Approach and Modelling

It is well known that children take as much—if not more—notice of what we do than what we say. Therefore, we expect all adults to conduct themselves appropriately at all times:

We will always challenge:

- Shouting
- Swearing
- Aggression (verbal or physical)
- Threats
- Racism, sexism, homophobia or any other form of prejudice
- Public criticism of our children, our staff or members of our community in person or on line

One model DOES NOT fit all.

Our Behaviour Policy gives us scope to respond to children as individuals and give them the support that they need to behave appropriately.

Our aims are consistent and we will pursue them unremittingly but our methods will be flexible and responsive.

When responding to children's behaviour, we aim to:

- Celebrate pro-social behaviour
- Provide clear expectations and boundaries
- Enable everyone to learn
- Promote wellbeing
- Intervene early to prevent patterns of anti social behaviour from developing
- Foster positive relationships
- Create an enabling environment where mistakes are seen as opportunities to learn

The **Values** which guide our behaviour :

- We will be kind
- We will learn together
- We will be generous
- We will have enquiring minds
- We will be excited
- We will be courageous

At Hollybush, we will **NEVER** raise a child's anxiety level or engage them in conflict. Instead we will:

- Listen calmly
- Talk kindly
- Give children space
- Show empathy and understanding
- Offer appropriate choices
- Give our attention to those who have experienced harm

Our Behaviour Policy specifies 3 types of behaviour:
Pro-social Behaviour
Un-social Behaviour
Anti-social Behaviour

We have clear and consistent approaches to each of these which are understood by all adults and children in school.

The Oxford English Dictionary defines 'punishment' as *the infliction or imposition of a penalty as retribution*. We do not use the word punishment because we do not seek retribution. Instead, we teach children that their actions have consequences. The consequences of anti-social behaviour will always be designed to **de-escalate** a harmful situation and will include:

- A protective consequence – to keep everyone safe
- An educational consequence - to teach pro-social behaviour

Home/School Partnership

You are your child's first and most important educator. As such, it is really important that you work with school to make sure that your child does not engage in harmful behaviour and support us to teach your child to demonstrate our values.

Please share any concerns that you have with us as soon as they come to your attention. The sooner we know that there is a problem, the sooner we can deal with it.