



Holy Family Catholic Primary School

“Together with Jesus, we grow in love.”

Whole School Approach in supporting Social and Emotional Development and Mental Health.

Rationale

As a Restorative Practice school, all school staff use a consistent attachment-based approach where relationships are central. All staff act as secondary care givers and recognise that children communicate their needs via their behaviour.

Every adult in our school is encouraged to look beyond behaviour and to be curious about children’s needs. We recognise that children need support to keep emotionally regulated and cope in everyday social situations and in more challenging interactions.

In our school, all children are offered compassion and co-operative learning with a caring, supportive adult. For those pupils identified as being particularly vulnerable, a key worker is linked with that child to ensure that there is an always available adult present. No child is ever intentionally shamed and all children are regarded with respect and adults believe in their innate goodness and desire to play and learn.

For all behaviour every child and adult will receive calmness, connection, curiosity and co-operation to enable compassionate learning and the building of empathy and esteem for themselves and others. All staff have received training to encourage a deeper understanding of the child. Restorative practice and attachment inset training days have been held to encourage a greater understanding of the reasons behind behaviour and ways to build, maintain and repair relationships.

Key understanding that is shared by all staff (the foundation stones of supporting Social and Emotional Development)

Basic physiological and emotional needs (Maslow's Hierarchy) must be met before a child feels safe enough to relax, play and learn.	Particularly vulnerable children (e.g. SEN/LAC) may not behave in line with chronological age and observed behaviour indicates the child's developmental stage.	If children have no other option, they will quickly move into flight/fright/freeze or flop mode, and this is the only option available to them in this moment.	Adult communication with children is key to raising self esteem
Prosocial behaviour and emotional regulation need to be explicitly taught across school	All staff need to consistently demonstrate that they care and can be trusted.	Children are best supported through strong staff & parent connections.	ALL children are vulnerable and a distinction is made between 'vulnerable' and 'particularly vulnerable'.
All staff need to be well regulated as raised voices, angry faces and body language create fear and stress.	Strategies and skills to manage behaviour take time and effort to learn – small successes need to be celebrated.	Acknowledging and taking responsibility for actions can only be done when we are calm state, whatever our age.	Children may not be able to read social cues or deal with strong emotions without adult support.
Our relationships with children involve an unequal distribution of power and responsibility, and therefore, the adult is responsible for connection, attunement, boundaries and navigation.	When a pupil has maladaptive ('challenging') reactions, the cause of the problem does not lie with the pupil, but is a product of the interaction between the adult and child.	Regardless of causal factors, the adult's responsibility is to create an optimal learning environment for each and every child.	Building a threat-free, safe environment where adults are in charge and takes full responsibility, children are free from the burden of having to keep themselves physically and emotionally safe.

1. Social and Emotional teaching that is reinforced by all staff

- We all belonging to a school community and share space
- Everyone has rights that need to be respected
- Staff can be trusted to support when we need help
- There are a range of emotions that also physically affect our body
- Strategies can be learned to control our emotional responses and behaviour
- Personal differences and experiences may affect our responses to emotions
- Looking after our wellbeing is key for positive physical and mental health
- Our actions have outcomes

2. Key desired behaviours that all staff promote and encourage

- We move around school calmly and quietly.
- We share our space happily and respectfully.

- We need to put things right when we are calm.

3. Understanding Behaviour

Directed Time for staff reflection upon social and emotional development is given a high priority, and there is a common understanding of the importance of interpreting, rather than reacting to behaviours.

Key questions are *‘What has happened to this child?’*; *‘What feeling is the child behaving?’*; *‘What is the purpose and meaning of the behavior for this child’*; *‘What does this child need from me in this moment... and in the future?’* A standardised set of questions have been produced and given to all staff to ensure a consistent approach towards conflict resolution using restorative practice. All children are aware of these questions which help to develop empathy.

Understanding Behaviour – A checklist for professional reflection

- Children are supported in their emotional and social growth by a relevant curriculum and learning environment that is modified in response to professional reflection on observed behaviours.
- Are there any events in the child’s history that may be impacting upon his/her current responses to adults, peers, learning, the environment?
- Is the child ready to learn or is s/he distracted by unmet physiological or emotional needs?
- What are the precursors to any distressed behaviours?
- Is the curriculum sensitive to the child’s learning needs?
- Does the learning environment match the child’s learning needs?
- Are learning activities and experiences sensitive to the child’s backstory?
- Does the child have a particular vulnerability (SEN/PP/Attendance/CP/LAC/)?
- What is the child’s viewpoint? (Put self in child’s shoes)
- What is the parent’s viewpoint? (Put self in parent’s shoes)
- Have basic needs been met- developmentally & historically?

4. Strategies to be used across school by all staff

- Sensory snacks and movement
- Physiological needs checked and responded to using “emotional check-in” every morning
- Awareness of and appropriate response to emotional states
- Awareness of and appropriate responses to signs of low level stress
- Knowledge and understanding of the child’s back story
- Positivity, consistency and calmness
- Strategies and resources to support executive function, e.g. visual timetables; visual timers
- Visual reminders of expected behaviours

- Working alongside parents
- Acknowledging positive behaviours and emotional control, particularly small successes with particularly vulnerable children.
- Relevant and frequent teaching of SEAL & PSHE skills to build resilience and emotional literacy

5. Motivators

Rewarding positive behaviour is effective only when children understand when and why they are being given it and that all staff apply this consistently, e.g. *‘This week I am looking for everyone using please and thank you’*, or *‘Can all staff on the yard support Ben to develop his skills in following 2 step instructions as this is his class target.’*

Motivators should be relational in nature, and three-dimensional if possible (not screen-based, but interactive and physical/sensory). e.g. playing a game with an adult; having tea and cake with an adult; helping an adult to do a task; choosing a peer to play/do a chosen activity with; working with a Champion or Buddy.

Examples of motivators

- Relational activities, as above
- Verbal acknowledgement of good behaviour
- Special mention in school
- Positive messages communicated to parents e.g. postcard; text message, email
- Individual reinforcement such as a visit another member of staff to celebrate
- Responsibilities around the school e.g. prefects, peer mentors, playground buddies, young leaders etc
- Spontaneous trip to local park following a successful morning (Request from class staff to SLT)
- More subtle forms of praise for pupils who find overt praise difficult to accept
- Recognising and celebrating achievements whilst in and out of school.

Raffle tickets, Golden Time, Dojos, iPad time etc., are used at Holy Family, but ‘rewards’ of this nature may exclude many children and if they are used, particularly vulnerable children may need to have the motivator adapted to suit their stage of development or they may need a totally different system to suit their development e.g. much smaller rewards over a shorter time frame e.g. across a half hour session rather than a morning, or a morning rather than a day.

6. Responses/Natural Outcomes

Although actions do have consequences, children are not always acting out of choice, they are sometimes engaging in survival behaviours that are mediated by unconscious processes. Therefore, caution should be used with the word 'choice'.

As a Restorative Practice school, 'Connection before Correction' approach is used, so the priority is always on repairing the relationship and establishing emotional safety. Using any sanction is effective only if children are clear about why it has been given and that it is given after they have a chance to reflect on their behaviour when they are in a calm state.

Outcomes should only be applied when the pupil is regulated and able to reflect upon their behaviour.

Outcomes never involve taking away a previously earned privilege or any intervention time.

The Good to be Green behaviour scheme is used throughout school. On occasions, a child may be disapplied from the red and yellow cards as a 'one size fits all' approach is not appropriate and this should be kept in mind when deciding upon an appropriate natural outcome, as outlined below. The developmental age and specific needs of the pupil will be considered when deciding appropriate outcomes, as will the child's physical and emotional state at the time.

A supportive conversation takes place as soon as possible, focusing first on the child's own feelings (physical and emotional). Then, and only if the child is developmentally mature enough, move to discuss how the other child/person may have felt.

Natural outcomes include *making up time for lost learning* and *reflection time*, where the lens is upon the child's own bodily and emotional state and *reparation time*, where the person that has been affected by the child's action is the focus, and actions are taken to repair the relationship. This can be in the form of verbal, written, picture, or an action, e.g. build her a Lego model, offer her a drink or snack, make her a card. In all of these, the child should be supported by a regulated and supportive adult.

If the context is repeatedly problematic, e.g. assembly, playtime, child works with adult to ensure subsequent participation can be successful, e.g. having reduced time / supervision / or not taking part in the activity. As above, the child is given alternative, PLEASURABLE activity, supported by adult. This is a protective strategy rather than a punitive one, and this should be clearly communicated to the child.

Children are never forced to say sorry.

Before, during and after a pupil completes lost learning or reflection or reparation, it is important to repair and restore the staff-pupil relationship if this is necessary. Staff should praise his or her behaviour at the first opportunity to shift attention in a positive way.

7. Next steps when behaviours are frequently at crisis level

When all the above strategies are not supporting a child the class teacher will involve the support of the SEN and the Pastoral team. A strategy plan will be created to enable the child to learn well and interact in socially appropriate ways. All staff will have greater awareness of a child's specific vulnerability and strategies to employ. This may involve accessing alternative provision in school or a reduced timetable.

Continuous survival/crisis behaviour (extract from Hope School Behaviour Policy <http://www.hopeschool-liverpool.co.uk/policies/>)

It is expected that teachers and pupils begin each lesson afresh with optimism and encouragement for success. If a pupil persists in making inappropriate behaviour choices, then there are a variety of options that may be taken:

- *Solution circles request made by class staff.*
- *The pupil will attend a behaviour management meeting with the class teacher/pastoral lead where a target for his behaviour will be set. The class teacher/pastoral lead will work collaboratively with the pupil to identify any reasons, concerns or difficulties which may be leading the pupil to make inappropriate behaviour choices.*
- *If after an agreed time there is no change in the pupil's behaviour, the pupil will attend a behaviour meeting with the Head teacher). At this time, the Class Teacher will inform the pupil's parent/carer of the situation and share the pupil's behaviour target with them.*
- *If the pupil continues to make inappropriate behavioural choices, the class teacher will arrange a meeting with their parent/carer to discuss their child's behaviour. The Pastoral lead or Head teacher will support staff during this process.*
- *It may be decided that it is in the pupil's best interests to give them some supported time away from their class.*

Extreme Behaviours

School operates an On Call Crisis Team, this will be Head teacher, Deputy Head, Pastoral Lead or a member of SLT who can offer immediate support should a child's behaviour suddenly have an extreme negative impact on class learning and safety.