

YSGOL BRYN COCH
RESOURCE BEHAVIOUR MANAGEMENT POLICY



Chwarae, Dysgu, Hwyl a Sbri

MISSION STATEMENT

To achieve the highest possible standards by creating a happy, nurturing environment whilst maintaining the "warmth" that is at the heart of Bryn Coch. The children placed within Bryn Coch Resource will be educated in a caring, supportive and nurturing environment, which will foster mutual respect i.e Pupil/Pupil, Pupil/Staff, Staff/Pupil. The intrinsic tone of the working environment is primarily the responsibility of the **Resource Class Teachers.**

Desirable behaviour will be accomplished by:

1. All staff displaying a consistently calm and non-confrontational demeanour.
2. Ignoring minor incidences of unacceptable behaviour.
3. Praising incidences of acceptable behaviour by the children.
4. Consistently modelling positive non-aggressive behaviour patterns.
5. All support staff taking their lead from the class teacher.
6. All staff reflecting upon their own actions and comments in attempting to identify the series of antecedents leading up to a pupil demonstrating unacceptable behaviour.
7. All staff supporting the whole school use of Golden Rules.

Positive behavioural strategies may include:

- The consistent use of "Reward" systems to reinforce positive behaviour such as Compliments, Customised Stickers/Notes, Smiley Faces, Gems, Jewels, Stars, DoJos, Treasure Chest, Recognition (Going to show work to other members of staff), Circle Time, 1-1 Support Time, Individual Choice Time and Golden Time. Reward systems will need to be reviewed regularly to maintain effectiveness.
- **Staff will avoid using reward systems negatively – i.e. removing rewards already earned.**

If unacceptable or potentially confrontational situations arise the **adult** involved will:

- Record concerns regarding behaviour(s) using the CPOMS safeguarding system. The Head of Resource and/or Resource Teacher will be alerted.
- If the behaviour exhibited is antisocial and/or potentially dangerous then the Class Teacher (including mainstream) should be sought to calmly deal with the situation. The rest of the pupils may be asked to leave the room if their safety is in question. If appropriate the pupil in crisis may be encouraged to leave the room. Diversion and distraction strategies may be employed to defuse the situation. Staff will carry out dynamic risk assessments in such situations to ensure all parties remain safe. Pupils demonstrating such behaviours on more than one occasion will have an individual behaviour plan compiled by the class teacher.
- Time Out – Pupils identified by the resource class teachers will be made aware of a time out period (no more than 5 minutes. A designated “safe space” will be allocated and pupils will be given the opportunity to rehearse the use of this space in helping themselves calm down. Pupils who change their behaviour and return to the classroom in a more cooperative mood will be praised. Time out should be linked to rule reminders. Clear explanations should be given to pupils issued with time out e.g. “I’m sending you for time out because you...” Three warnings should precede any time out period. **The class teacher should be consulted before Time Out is issued.**
- Aggressive or bullying behaviour – pupils will be told to inform Resource Staff if they are unhappy about the way another pupil behaves towards them. Circle Time and individual pupil conferencing will address methods of dealing with such situations.
- Resource Staff will aim to work as a team in line with this Behaviour Management Policy.
- Resource Staff will aim to support each other and recognise when it is appropriate to provide a “change of face” in order to attempt to de-escalate situations.
- Any sanctions will be determined at the discretion of the class teacher after consultation with the Head of Resource.
- Golden Time - all pupils will have full Golden Time (60 minutes) at the beginning of the week. Five minute increments of Golden Time may be removed by the class teacher for behaviour that does not comply with the Golden Rules. Pupils will be encouraged to talk about their behaviour and choices made.
- Pupils displaying consistently challenging behaviour will have an Individual Behaviour Plan which will be shared with Resource Staff. Parents/Carers will be consulted when planning behaviour management strategies. A risk assessment will be completed by the class teacher in consultation with the Head of Resource.
- Restraint – Please see school policy regarding Positive Handling and the implementation of Team Teach.

This policy will be reviewed during the Spring Term 2021.