Parafield Gardens High School

# Parafield Gardens High School
## Behaviour Support Policy

Parafield Gardens High School's behaviour support policy guides:

- the behaviour we expect of children and young people
- how staff, parents and carers will support positive behaviour
- the safe inclusion of children and young people.

Parafield Gardens High School's policy aligns with the Department for Education behaviour support policy.

## About behaviours

Children and young people's behaviours fall along a continuum. This means behaviour can range from safe to unsafe.

### Range of behaviours

- Positive, inclusive and respectful behaviours.
- Developmentally appropriate boundary testing. This behaviour can interrupt learning but can be redirected.
- Behaviours that cause concern due to their severity, frequency and duration. This behaviour significantly interrupts learning and needs consistent guidance and support.
- Complex and unsafe behaviour which can place children, their peers and others in danger.

All along the continuum, the policy and practice approach is proactive, consistent, responsive and tailored to the child or young person's needs.

## How we implement the department's policy

We will support the safe inclusion of children and young people in learning with these actions.

### Promote

We will promote, model and support productive and positive behaviour.

#### Our actions

- Promote a school wide positive behaviour approach. We will work on this with our Governing Council, staff, children and young people, parents and carers.
- Display expectations and supports available visually.

### Teach

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We will explicitly teach positive behaviour and expectations about behaviour.

### Our actions

- Create predictable structures and routines in the learning environment using the Berry Street Model to guide students in how to positively participate in learning.
- Provide a safe and predictable environment.

## Intervene

We will intervene to prevent, reduce or redirect behaviours of concern. We will use methods that are the least exclusionary possible.

### Our actions

- Staff use proactive strategies to guide productive and safe student behaviour including co-regulation to prevent behaviours of concern.

## Work with others

We will work with children, their families, professionals and other key adults to understand the environmental, social and family context of a child or young person's behaviour. We will draw on these people to support positive behaviour change.

### Our actions

- Value children and young people’s perspectives and seek their ideas when developing behaviour supports.
- Engage children and young people and families to understand possible reasons for behaviour.
- Use case management and Team Around the Child approaches to coordinate, assess, plan, monitor and review behaviour interventions.

## Respond

We will respond to behaviour visibly and fairly. Responses will help grow confidence and trust.

### Our actions

- Investigate concerns about behavioural incidents.
- Understand the nature of the incident and the experience of the incident by those involved.
- Apply accepted and evidence-based behaviour responses tailored to the children and young people’s circumstances.
- Document planned behaviour support responses in Behaviour Support Plans, Safety and Risk Management Plans, My Plans and Safety and Support Plans.

## Repair and restore relationships

We will repair and restore relationships harmed by behaviours of concern.

### Our actions

- Support children and young people who have acted inappropriately recognise the impact of their actions.

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- .Facilitate restorative conversations where young people have the chance to repair and restore relationships when appropriate, safe and consented to by all parties.

### Create safety and wellbeing

We will create safety and wellbeing for people involved in behaviour incidents.

#### Our actions

- Provide strategies to reduce the risk of harm to young people and staff following behavioural incidents.
- Refer children and young people, staff and others who have been harmed by unsafe behaviours to appropriate support persons or agencies.
- Engage department supports when responding to serious incidents. For example the Social Work Incident Support Service. Responses might include telling parents and carers of those involved in or effected by the behaviour.

## Behaviours of concern

Behaviours of concern:

- are challenging, complex or unsafe behaviours
- are more serious, happen more often or last a long time
- significantly interrupt learning for the child or others
- could put the child or others in danger
- need consistent guidance and support.

Behaviours that disrupt learning or safety will always receive a response that considers:

- the needs of the child or young person with behaviours of concern
- other people's rights to learning and safety.

## How we respond to behaviours of concern

At Parafield Gardens High School we use specific responses to behaviours of concern.

### Educator responses

- Provide quality differentiated teaching practice. This is a way to meet each child and young person's learning styles and needs. For example, the teacher plans ahead to clearly teach values and safe and inclusive behaviours.
- Create plans that support positive behaviour change. Partner with parents, carers and others to do this.
- Provide unconditional positive regard when supporting students in changing problematic behaviour. Repair relationships ruptured through restorative conversations and connect with families to discuss problematic behaviours.
- Provide time and space for students to self-regulate with appropriate support and supervision.
- Interrupt behaviours of concern. Name and describe behaviours to help students understand what they are doing that is problematic and then redirect students to the preferred behaviour as per Positive Behaviours for Learning Table. Support

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students to develop and practice the skills required to maintain the preferred behaviour.
- Offer students choices that allow them to stay regulated and participate.
- Use natural consequences related to the behaviour. Use them if a student is unable to engage in the preferred behaviour with support matched to the student's individual needs. For example if a student is late to class, they will need to make up the time.

### Leader responses

- Monitor behaviour. Act on any reports about behaviour of concern. This includes incidents that happen out of hours or off-site that impact relationships at Parafield Gardens High School.
- Consider the use of suspension and exclusion from school to support safety. This is after we consider all other options to reduce danger.
- Report criminal offences to the police.
- Work with the Education Director and Department for Education staff to plan whole of site communications about serious behavioural incidents.
- Provide leadership and / or external assistance to facilitate restorative processes (including re-connection meetings) where staff, families and the young people directly involved require impartial assistance to resolve the issues.
- Respond to concerns raised through Behaviour Incident Reports and the Wellbeing Platform. This may include supporting staff in class so they can have restorative conversations or contact parents.

### Department level responses

- Negotiate other learning options away from school to make sure the school community is safe. This is after we consider other options to reduce danger.
- Support staff and local leadership in how they respond to a child or young person.

## Responsibilities

### Children and young people

- Treat others with kindness, respect and inclusiveness.
- Make sure their actions are safe, respectful and inclusive. This includes verbal, physical and online actions.
- Seek help from adults to intervene when they see behaviours of concern in person or online.
- Report behaviours of concern to the Wellbeing Platform or Student Services.
- Support their friends and peers to seek help from trusted adults.
- Encourage their friends to behave in safe, respectful and inclusive ways.

### Parent and carer

- Report any child or young person's concerning or unsafe behaviour to Student Services or via the Wellbeing Platform.
- If an incident happens, work collaboratively with us to resolve concerns.
- Follow the complaint resolution process to deal with concerns. A copy of the complaint resolution process is on our website or in our front office.
- Show and encourage safe, respectful and inclusive relationships with: their own children; other children and young people; other parents and carers and staff.

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- Support their children to develop safe behaviours at home. Check on and supervise their children's social interactions, including online.
- Seek support from our staff to create consistent responses to behaviours of concern. This includes at home and at school.
- Take part in learning opportunities about safe and inclusive behaviour. Find out how we work with parents, carers, children and young people.
- Know about our behaviour support policy and procedure. Know how to identify and report behaviours that are concerning or unsafe.
- Discuss safety issues, including unsafe behaviours with their children. Help them understand what it is, why it's harmful and how to respond. Use the same messages and values that Parafield Gardens High School promotes.
- Seek external professional support for their children when needed.
- Do not approach other children or parents about behaviours of concern. Report this to us for follow up.
- Understand that, because of confidentiality, we cannot share information about other children.
- Support their children to stay off-site during suspension, exclusion or expulsion.

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