
Procedure Title - Relationships, Learning and Behaviour
Procedure Number -



Blackhall Primary School
Relationships, Learning and Behaviour Policy



Definition: Procedure – An agreed method or approach to comply with Policy, Legislation and Departmental Decisions.

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Relationships, Learning and Behaviour Policy and Procedure

1. Purpose

This policy and procedure is based on City of Edinburgh Council policy and procedure and the views of staff, parents and pupils within our learning community.

In Edinburgh every child or young person irrespective of identity, background or ability is part of a resilient and positive learning community where they feel;

We belong,
We contribute,
We learn,
We are supported and we help others.¹

Every child should feel secure; nurtured, valued, included and supported within our learning community. Our aim is that every child is present, participating, achieving and supported².

This policy and procedure should help to establish and maintain positive relationships and mutual respect resulting in a positive learning community and a supportive and restorative ethos.

2. SCOPE

All staff in our learning community are covered by this policy and procedure. It encompasses:

- Whole school approaches
- Clear expectations
- Building skills
- Additional Support Needs
- Responding to (Di)stressed Behaviour
- Our Staged Approach to Positive Behaviour
- Professional Development

3. DEFINITIONS

¹ Included, Engaged, Involved in Edinburgh Policy and Edinburgh Learns Inclusion Framework

² Guidance on the Presumption to Provide Education in a Mainstream Setting (2019)

Family: Describes those considered to be related to the child by birth, affinity, choice or close personal ties and who can be contributors to the wider care and wellbeing of the child.

Parent/s: Describes any person who has parental responsibilities and any person who has custody of a child, including foster carers and a parent who shares custody of a child.

Children's rights: are protected by the UN Convention of the Rights of the Child and the Children and Young People Act 2014. There is a shared understanding that these rights are unalienable entitlements which cannot be taken from children. These rights are not dependent on the child accepting certain responsibilities or on them feeling or behaving in a certain way. Children's rights will not be withdrawn as a consequence of behaviour.

Logical Consequence: This is a consequence which is directly linked to the behaviour or choice for example if a child has refused to complete work (appropriately set) they may have to work for part of break. A logical consequence is meaningful and links cause and effect, it is not a punishment.

Natural Consequence: This is a consequence that is a natural result of a behaviour or choice for example if a toy is broken it can't be played with.

4. POLICY CONTENT

Every child and young person has the right to a high-quality education. Positive relationships are fundamental to enable effective teaching and learning to take place. We have adopted the following key principles to create a caring, supportive, learning environment:

- an ethos that values positive, restorative and respectful relationships and promotes shared values
- an inclusive and safe learning environment which supports children and develops their skills and resilience enabling them to become responsible for their own behaviour
- recognising that all behaviour is communication and that understanding what is being communicated and the underlying needs is crucial for assessing and meeting children's needs and finding solutions.

5. IMPLEMENTATION

Whole School Approach

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Good organisation, lesson planning and preparation will help to create the right learning environment.³ Flexibility, choice and, where appropriate, differentiation will also help to support individual needs and promote positive relationships and behaviour.

However, even in these conditions, some children and young people will present with behaviour that challenges or is difficult to interpret. The school uses approaches and strategies which are designed to help prevent and de-escalate difficult situations and identify and support individual support needs.

We understand that everyone learns best when they feel good about themselves. Punishments can make children feel bad about themselves. This can hinder their ability to engage in their learning, including their behaviour.⁴ Positive approaches to support behaviour focusses on relationships, skills building, restoration and when appropriate logical or natural consequences appropriate to the child, rather than the implementation of punishments.



To achieve this positive ethos all staff are committed to;

- Relationships - Developing positive relationships and being positive role models.
- Rights Respecting - Respecting and protecting the rights of all children through the Rights Respecting Schools Programme.
- Resilience building - Through identifying strengths and developing skills through the Building Resilience Programme and Cool in School Programme.
- Restorative - Acting restoratively to prevent difficulties and repair relationships when difficulties do arise.

We want to engage directly with families to foster and develop our positive ethos. To work together to maintain and support shared learning community values and excellent home/school communication. We want to work together to address, prevent and resolve any difficulties should they arise and to build on our strengths together.

Our shared learning community values are: responsibility, resilience, ambition, respect and creativity.

³ CEC CIRCLE / Up, Up and Away resources include tools for Inclusive Learning environments.

⁴ Education Scotland – [Parentzone Restorative Approaches](#)

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Clear Expectations⁵

We have a small number of easily remembered aims for learners which are promoted in our school community. These are summarised below. We expect learners to be:

- *Ready*
- *Respectful*
- *Safe*

These form the basis of all our restorative conversations in relation to behavioural expectations.

Our restorative conversations are based on the following questions:

- Tell me what happened?
- What were you thinking?
- How did you feel?
- Who else was affected?
- What can we do to fix this?

It is helpful if parents and carers can also discuss these with their children if there has been an incident in school. The purpose of these conversations is to find solutions and develop skills that will prevent problems in the future.

Our Vision and Values are summarised in a one page visual and is revisited regularly.¹¹

Building Skills for Relationships

The school uses lessons and activities that contribute to positive relationships and behaviour and support children to build the skills they need to develop positive relationships, resilience, be rights respecting and act restoratively. This includes:

- *Building Resilience Programme*
- *Rights Respecting Schools Programme*
- *RSHP Programme*
- *Compassionate Classroom resource*
- *Circle of Friends approach*
- *Cool in school*
- *Emotion talks*

⁵ It is important that whether the term rule or value is used there is a small number of positively worded expectations as opposed to a list of do's and do not's.

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- Zones of regulation
- CIRCLE resource
- Upstanders Programme

Additional Support Needs

We provide support that meets children's needs and identifies **additional support needs** as early as possible in order to prevent further difficulties developing later. You can find our Additional Support for Learning Policy in the 'About our School' area of our website. The needs of most children can be met in class however for a small number of children an individual child's plan will outline additional supports that should be put in place. This is co-ordinated with parents through a child planning meeting and may involve partner services like our Educational Psychologist or Additional Support for Learning Service link. The school uses the following targeted supports:

- Adult support
- Key SLT points of contact got individual classes
- Staff deployed to support groups and individuals during break and lunchtimes
- Additional Support for Learning groups and supports
- Social Skills Group
- TIPS programme
- Nurturing approaches
- Playboxes
- LIAM programme

Responding to (Di)stressed Behaviour

The school recognises that supporting children and young people with their behaviour requires:

- acknowledgement that all behaviour is communication
- understanding how a child's needs and setting might impact on behaviour
- identifying any known **'triggers' and early warning signs**
- considering the environment, body language and speech in this process
- intervening early if warning signs are detected to prevent a situation from escalating

We explore and establish "what's happened" with children. To do this we listen to their response whether that is given verbally or expressed non-verbally and act appropriately. Once the reason and purpose for the child's behaviour is known we explore how we can develop appropriate support or adaptations to address the issue by promoting well-being, offering coping strategies and agreeing constructive solutions with children, parents and, where appropriate, outside agencies.

Our Staged Approach to Positive Behaviour

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Positive Relationships and Encouragement

All staff focus on positive relationships by looking for opportunities to encourage learner skills, recognise effort and build on strengths. Positive relationships form a foundation that minimises difficulties occurring. This includes:

- Positive communication home
- Time to share success with the head teacher
- Sharing achievements with peers
- Supporting peers with a skill mastered
- Star of the Week used to highlight positive learning behaviours in line with our values
- 'Over and Above' is used to highlight positive behaviours and kindness

When a difficulty does occur we have a clear and consistent staged approach that all learners know and can predict:

- Verbal reminder of what is expected related to being Ready, Respected, Safe
- Second verbal reminder of aims and clear short instruction regarding the expected behaviour.
- Short time taken for immediate consequence
- Final reminder then supervised time away from activity/space

When a challenging situation develops our main objective is to reduce the level of arousal or distress. The school uses De-escalation Techniques found in Appendix 2 of the Council's Relationships, Learning and Behaviour procedures. All physical intervention to prevent harm is strictly in accordance with the city of Edinburgh Relationships, Learning and Behaviour Procedure. If a child has been supported through physical intervention from an adult to prevent harm, parents will always be informed and this will be recorded in pastoral notes.

Professional Development

We support all staff to develop their skills to support relationships learning and behaviour, this includes but is not limited to:

- Use of the CIRCLE Inclusive Classroom resource / Early Years Up, Up and Away resource (online training available)
- Understanding and implementing Edinburgh's Getting it Right for Every Child approach (online training available)
- Implementing strategies outlined in the CEC procedure Relationships, Learning and Behaviour
- Promoting Positive Relationships for learning and behaviour (online training available)
- City of Edinburgh Council Nurture Training
- City of Edinburgh Council Autism Training

6. ROLES AND RESPONSIBILITIES

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The Senior Leadership Team has overall responsibility for ensuring the effective implementation of this policy. In particular, they ensure that the concerns of pupils are elicited, listened to and appropriately addressed and that the provisions of 'Getting it Right for Every Child' are taken into account when working in partnership with children, families, and other professionals on issues of communication and behaviour.

All staff are responsible for ensuring that the policy and procedures are followed consistently. All staff encourage positive relationships and act as role models within our learning community.

Parents and families are regarded by the school as key partners who are asked to work in partnership with the school. Parents are expected to assist in maintaining positive relationships and support restorative approaches and high expectations for positive behaviour. Parents are invited to raise with the school any issues arising from the operation of the policy.

Learners participate in supporting this procedure and contribute to our positive school ethos. All learners know our school aims. Learners are supported to ensure that incidents of disruption, violence, bullying and any form of harassment are reported. The implementation of this procedure allows learners to understand the cause and effect of their behaviour.

7. EQUALITIES AND RIGHTS

All staff implementing these procedures have responsibilities under **The Equality Act 2010**. Having due regard for advancing equality includes;

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people with protected characteristics where these are different from the needs of other people.
- Addressing and preventing discrimination arising from disability
- Making reasonable adjustments in relation to the implications of a learner's additional support needs or disability and the impact this may have on their relationships and behaviour.
- Paying due regard to cultural factors that are relevant in ensuring that the school's ethos is inclusive.
- Implementing the local authority framework for preventing and responding to bullying.

CONCERNS, COMPLAINTS AND COMPLIMENTS:

At Blackhall we offer an open-door policy and welcome any feedback. We are constantly striving to improve our service.

Parents are encouraged to get in touch with key identified members of SLT or send a query to admin@blackhall.edin.sch.uk and someone will respond to you as quickly as possible and always within 5 working days.

Parent 'drop in' sessions are facilitated termly by the Head Teacher.

8. RECORD KEEPING

Reflection, evaluation and de-briefing strategies

The school records any incidents of behaviour requiring significant support on the school database called SEEMIS. Details will include an interpretation of events by different parties (including the child), possible factors of settings, triggers, reasonable adjustments in place, an evaluation of how the incident was managed and 'lessons learned' to help prevent or better deal with a similar incident arising again.

Incidents that have resulted in physical harm or physical intervention being used to prevent harm are recorded on the council health and safety database (SHE portal).

The Senior Leadership Team reviews these records of incidents on a regular basis and take appropriate action where required.

9. SELF EVALUATION AND REVIEW

This policy will be reviewed regularly with pupils, parents and staff.

A staff, parent and pupil working party will be facilitated to review the policy and its implementation in June 2021.

This policy was devised in consultation with a pupil group, staff and the parent council. It will be shared on our school website and a Parentmail link will be sent all families.

10. RELATED DOCUMENTS

Scottish Government

- Standards in Scotland's Schools etc Act (2000)

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- Included, Engaged, Involved 2 (2017)
- Guidance on the Presumption to Provide Education in a Mainstream Setting (2019)
- Developing a Positive Whole School Ethos and Culture: relationships, learning and behaviour (2018)
- Additional Support for Learning Act (2004) - amended 2009
- Parental Involvement Act 2006
- The Equality Act 2010
- UN Convention of the Rights of the Child
- Children and Young People Act 2014

City of Edinburgh Council

- Edinburgh Learns Framework: Inclusion (2019)
- Included, Engaged, Involved in Edinburgh Policy (2018)
- Relationships, Learning, Behaviour Procedure (2019)
- Managing and Reducing Risk Procedure (2019)
- Preventing and Responding to Bullying in Children and Young People (2019)
- City of Edinburgh Council Equalities and Rights Framework
www.edinburgh.gov.uk/downloads/file/9516/equality_diversity_and_rights_framework_2017-21