

Behaviour Policy

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1. Introduction

At Keys Group, we are committed to creating extraordinary days for every pupil by fostering a safe, nurturing, and therapeutic learning environment. Our pupils often come with complex needs, including emotional, behavioural, and social challenges, many having experienced exclusion from mainstream education. This policy outlines our trauma-informed, relationship-centred approach to supporting positive behaviour across our independent special schools.

2. Purpose and Scope

This policy applies to all staff, pupils, parents/carers, and stakeholders within Keys Group schools. It aims to:

- Promote positive relationships and high expectations of behaviour.
- Support pupils to develop self-regulation, responsibility, and social skills.
- Provide a clear framework for consistent, compassionate, and trauma-informed behaviour management.
- Ensure compliance with the OFSTED inspection framework and relevant legislation.

3. Our Approach

Trauma-Informed and Relational Practice

- All behaviour is communication. We seek to understand the underlying needs, including trauma, attachment, sensory processing, and executive function difficulties.
- We adopt the Keys Connect model, emphasising warmth, consistency, and predictability.
- Positive noticing and strength-based language underpin our daily interactions.
- Punitive sanctions that shame or isolate are avoided; natural, restorative consequences are preferred.
- A bespoke, engaging curriculum supports positive behaviour through meaningful learning.

4. Roles and Responsibilities

Pupils

- Understand and engage with behaviour expectations and support plans.

- Participate in reflecting on their behaviour and contribute to school culture.

Staff

- Model warmth, curiosity, and consistent boundaries.
- Use de-escalation and co-regulation techniques.
- Record behaviour incidents accurately and reflectively.

Parents/Carers

- Support the school's approach collaboratively and reinforce positive behaviour at home.
- Engage proactively with school communications and support plans.
- Parents and carers will be actively involved in behaviour support planning and reviews to ensure consistency between home and school environments.

Leadership

- Maintain visible, approachable leadership.
- Promote and monitor a positive behaviour culture.
- Ensure staff receive ongoing training in trauma-informed practice and behaviour support.
- A consistent behaviour management approach will be maintained across all Keys Group schools, with flexibility to adapt to the specific needs of each school community.

5. Behaviour Support Plans (BSPs)

- BSPs are personalised documents that guide staff on proactive strategies and responses to behaviour escalation.
- Developed collaboratively with multi-disciplinary teams and regularly reviewed.
- All pupils with SEND have Individual Education Plans (IEPs) which complement Behaviour Support Plans, ensuring a holistic approach to learning and behaviour.

6. Managing Behaviour Incidents

- Use calm, consistent, and least restrictive responses.
- Follow a graded approach: understanding, early intervention, time-out with support, restorative conversations.
- Record all incidents in ARBOR or RADAR systems, with analysis to inform practice improvements.

7. Restrictive Physical Interventions

- Physical intervention is a last resort, used only to keep pupils and staff safe.

- Staff are trained in approved techniques and all incidents are recorded and reviewed.
- The goal is a gradual reduction towards zero restraint.

8. Post-Incident Support and Restorative Practice

- Pupils receive support to reflect, regulate, and repair relationships.
- Staff debriefs support wellbeing and professional practice development.

9. Behaviour Beyond School

- The school may address behaviour outside school that impacts the school community or reputation, in line with statutory guidance.

10. Training and Development

- All staff receive induction and ongoing training in trauma-informed practice, Keys Connect, and Team Teach for physical intervention.
- Additional training is provided based on pupil needs and school context.

11. Equality and Inclusion

- The policy promotes fairness and sensitivity to diversity in race, faith, gender, disability, and other protected characteristics.
- Concerns about disadvantage due to this policy should be raised with line management for action.
- Behaviour management will be supported by access to mental health and therapeutic services, recognising the complex emotional and social needs of pupils.

12. Data Driven Monitoring

- Behaviour incidents will be systematically recorded and analysed by senior leaders to identify patterns and trends across pupil groups (SEND, vulnerable pupils, etc.). This data will guide targeted interventions and inform whole-school behaviour strategies.

Appendix A: Behaviour Approach

At Liverpool Progressive School we believe that every student has the right to the appropriate and relevant education provision which allows them to achieve their full potential. We aim to support our students to identify and regulate their emotions and behaviours through positive behaviour strategies, therapeutic approaches and having effective communication systems in place at all times. We prefer to talk about behaviour being consequential rather than imposing sanctions on individuals.

To that end we:

- have empathetic and supportive staff
- foster a sense of belonging
- empower students and staff to take responsibility for activities, learning, self and others
- treat everyone with respect
- have high expectations concerning behaviour and achievement
- develop relationships of trust and mutual respect
- follow the Positive Behaviour Support approach

School Behaviour Expectations and Routines

We have high expectations for the students at Liverpool Progressive School. There are clear expectations of conduct based on the basic values of honesty; respect for others; authority and property; responsibility and consideration. Each area in the school discusses and agrees the expectations of students studying there: these are displayed in each area as a visual reminder.

We have scheduled 'check in' sessions with each student to ensure that they are ready to learn and also use form time as a time where students can discuss any concerns or worries. We believe that addressing concerns or worries will allow students to regulate their behaviour and help to secure the most conducive atmosphere for learning. We expect students to be honest with themselves as well as with staff to foster excellent working relationships. All students are expected to behave in such a way that they do not interrupt the learning of others.

We do not expect students to bring in mobile phones or other electronic devices. If these are brought in, they must be handed to a member of staff as soon as possible. They will be kept safely and returned at the end of the school day.

Should the behaviour of a student warrant it, an individual behaviour support plan (Appendix B) may be created. This will be agreed with the Behaviour Lead, student and parent or carer. Behaviour support plans are intended to be a short-term measure and will be reviewed every two weeks and adjusted or removed as necessary.

Recognition, Reward, and Point System

Behaviours shown by each student are recorded on our Arbor system. Each behaviour has a points value. Each week the behaviours are reviewed and discussed at a Behaviour meeting attended by the Behaviour HLTAs and led by the Behaviour Lead.

Each week certificates are awarded to students who have been nominated by staff for going 'above and beyond'. These are presented in the students' areas and then taken home by the individual. Each student in the area works together to decide on a group reward at the end of term once a specified points level has been reached as recorded on Arbor. This points level is proposed and discussed and is agreed by the Behaviour Lead. This encourages staff to notice the positive behaviours of students and record them.

A recognition board is displayed in each area where examples of work are displayed or staff can add a praise note for a student. Praise notes will also be sent home when appropriate.

Support Networks and Roles

- Designated Safeguarding Lead – Fiona Mulholland
fiona.mulholland@keyseducation.ac.uk
- SENDCo – Alexandra Harvey alexandra.harvey@keyseducation.ac.uk
- Behaviour Lead – Fiona Mulholland fiona.mulholland@keyseducation.ac.uk
- Our Occupational Therapist has knowledge and expertise of Sensory Integration and works holistically as part of our team.
- We have an onsite Speech and Language Therapist who works closely with all members of the team to ensure appropriate communication is as practical as possible for our students.
- Behaviour HLTAs. Working closely with the Behaviour Lead and staff in the classrooms, these individuals work with students on a one-on-one or small group basis to improve behaviours and regulate emotions. This work is scheduled around core lessons where possible. They are also involved in reviewing behavioural incidents and discussing them with both the Behaviour Lead and student(s) involved.

External Support

Liverpool Progressive School makes use of many external support agencies including CAMHS and Educational Psychologists. As we have students from many different areas, the support agencies contacted will be those local to the student. We also have the ability to draw on expertise from our home authority of Liverpool as required even if the student is not resident there.

Appendix B: Behaviour Support Plan (BSP) Template

Purpose

The Behaviour Support Plan is a personalised document to help staff understand, anticipate, and respond consistently to a pupil's behaviour. It should be developed collaboratively with input from the pupil, family, and professionals, and reviewed regularly.

Section	Details
Pupil Name:	
Year & Form:	
Date of Last Review:	
Plan Author(s):	
School Values:	List relevant school values that guide this plan
Context: Understanding the Young Person's Story	Describe the pupil's background, experiences, and how these inform their behaviour
Strengths and Qualities:	What the pupil enjoys, their interests, strengths, and signs of resilience
Known Triggers:	Specific situations, environments, or interactions that may lead to challenging behaviour
Proactive Strategies:	Approaches to prevent behaviour escalation, including environmental adaptations and engagement techniques
Response Strategies:	How staff should respond to behaviour, including de-escalation and intervention techniques
Risk Assessments to be Read in Conjunction:	List any associated risk assessments relevant to this pupil
Targets:	Specific, positive behaviour targets for the pupil, framed as learning opportunities
Review Dates:	Schedule for regular review and updates of the BSP
Signatures:	Staff and, where appropriate, pupil and parent/carers signatures

Appendix C: Graduated Approach to Supporting Pupils (Assess, Plan, Do, Review)

Overview

This appendix outlines the graduated approach recommended by the EEF for supporting pupils with SEND and complex needs, ensuring ongoing, holistic understanding and responsive teaching.

1. Assess

- Conduct regular, purposeful assessments of the pupil's learning and behavioural needs.
- Gather information from multiple sources including pupil voice, parents/carers, specialist professionals, and school staff.
- Use a variety of assessment tools appropriate to the pupil's needs.

2. Plan

- Develop personalised plans based on assessment data, setting clear, measurable objectives.
- Plans should include teaching strategies, support arrangements, and any necessary adaptations.
- Involve pupils and parents/carers in planning.

3. Do

- Implement the plan consistently, ensuring staff are informed and trained as needed.
- Use flexible and adaptive teaching approaches to meet the pupil's evolving needs.

4. Review

- Regularly evaluate the effectiveness of the plan through progress monitoring and feedback.
- Adjust plans based on outcomes and new information.
- Ensure communication with all stakeholders.

Appendix D: Restorative Practice Guidance and Tools

Purpose

To support staff in implementing restorative approaches that repair harm, rebuild relationships, and promote accountability.

1. Principles of Restorative Practice

- Focus on understanding the impact of behaviour on others.
- Encourage pupils to take responsibility and make amends.
- Promote empathy and positive communication.

2. Restorative Conversation Structure

- Opening: Set a calm, respectful tone.
- Exploration: Ask questions such as:
 - What happened?
 - What were you thinking/feeling at the time?
 - Who has been affected and how?
 - What needs to happen to make things right?
- Agreement: Agree on actions to repair harm and prevent recurrence.
- Closure: End positively, affirming commitment to improvement.

3. Templates and Tools

- Restorative conversation notes form.
- Pupil reflection sheets.
- Staff debrief checklist.

Appendix E: Staff Roles and Responsibilities in Behaviour Management

Summary of Key Roles

Role	Responsibilities
Classroom Teacher	Implement behaviour expectations, deliver curriculum adaptations, record incidents, liaise with parents/carers.
Teaching Assistants	Support pupils' behaviour and learning, implement BSPs, assist with de-escalation.
Pastoral Lead	Coordinate behaviour support, liaise with families, monitor behaviour trends.
SENCO	Oversee SEND provision, coordinate assessments and plans, advise staff on strategies.
Safeguarding Lead	Monitor safeguarding concerns linked to behaviour, manage referrals.
Senior Leadership Team	Provide visible leadership, support staff, make decisions on exclusions, monitor policy implementation.

Appendix F: Positive Behaviour Support (PBS) Strategies and Interventions

Key Strategies

- Use of visual schedules and clear routines.
- Sensory regulation tools and sensory breaks.
- Environmental modifications (e.g., quiet zones, seating arrangements).
- Teaching social and emotional skills explicitly.
- Use of incentives and positive reinforcement tailored to the pupil.
- Collaborative problem-solving approaches.

Appendix G: Safeguarding and Behaviour – Indicators and Procedures

Key Points

- Behavioural changes can indicate safeguarding concerns such as abuse, neglect, or exploitation.
- Staff must be vigilant for early signs and report concerns promptly using the school's safeguarding procedures.
- All behaviour incidents should be considered within the safeguarding context.
- Close liaison between behaviour and safeguarding leads is essential.

Appendix H: Training and Professional Development Log

Date	Training Title	Staff Attendees	Trainer	Notes/Outcomes

- Include mandatory sessions on trauma-informed practice, Keys Connect, PBS, Team Teach, safeguarding updates.
- Record additional specialist training as needed.

Appendix I: Monitoring and Evaluation Framework for Behaviour

Tools and Processes

- Behaviour incident tracking dashboard on ARBOR.
- Regular analysis by leadership to identify trends by pupil group (SEND, vulnerable pupils etc).
- Staff and pupil surveys on behaviour culture.
- Reporting schedule (e.g., half-termly reports to governors).
- Use data to inform training, policy review, and intervention adjustments.