



*The Federation of
Hackbridge Primary School and Spencer Nursery School*
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Dear parents and carers,

Prior to the lockdown in March, we were working on revising our behaviour policy. We have explored a range of evidence for best practice, consulted pupils via the school council and reflected on what has and has not worked within school.

Our research found:

- Schools using a restorative approach were more successful;
- No evidence that repeat punishments/sanctions have any positive effect on children's behaviour;
- Over-use of rewards can actually make children less motivated to behave well;
- Behaviour needs to be taught and modelled in a similar way to other learning in school.

We wanted a behaviour system at Hackbridge that works on the following principles:

- Follows our core philosophy of being a kind school;
- Provides opportunities for children to be taught expected behaviour, rather than the skills being assumed;
- Utilises adults as models of expected behaviour.

We have created a new behaviour system based around three very simple rules that are easy for children of all ages to remember: **Be Safe; Be Ready; Be Kind**

Whilst children in school will still be able to receive stickers and 'class points', we are aiming to move away from physical rewards to recognition of specific good behaviour. Adults in school will be focussed on spotting and praising good behaviour wherever possible. Successes will also be shared with parents and carers via the home-school contact book and, in exceptional cases, via a phone call home.

Where a child is not behaving well, adults in school will use a short intervention to help the child understand what has gone wrong and how to put it right. This can be done during lessons and is designed to limit any disruption to the lesson. If this is not enough support, then a longer, restorative conversation will be had at the next break time, where more time can be given to supporting the child to repair the situation. If the poor behaviour continues then teachers will be able to draw from a bank of strategies to support a child with a specific behaviour. Parents will be informed if their child is receiving this last level of behaviour support or if restorative conversations have been had about aggressive or discriminatory behaviours.

Please find attached a guide to our new behaviour system that the children have been learning about in this first week. Our behaviour policy in full is available to view on our website under the Parents/School Policies tabs. If you are interested in learning more about restorative practice, then please visit the following website: <https://restorativejustice.org.uk/restorative-practice-schools>

Kind regards,
Miss Adnyana

Senior Leader for Health, Behaviour and Well-being