



Positive Behaviour Support Policy

THIS DOCUMENT IS AN APPENDIX TO THE MAIN OVERARCHING POLICY HELD BY
NEXUS MULTI ACADEMY TRUST

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An academy within:



“Learning together, to be the best we can
be”



1. Statement of Intent

1.1. Kelford has high expectations of pupils' conduct and behaviour, which are commonly understood by staff and students and applied consistently and fairly, to help establish a safe, secure and positive environment where students can grow and be the best they can be; free from bullying, physical threats, abuse and intimidation To achieve this, we adopt a proactive positive behaviour support ethos (PBS) but also recognise that behaviours of concern may require physical intervention or restrictive physical intervention. PBS is a values-led approach that aims to improve the quality of a person's life and that of the people around them.

1.2. Kelford is committed to the recently agreed Nexus Trust Core Principles:

- An understanding that behaviour is a form of communication
- Kelford is a safe place to make mistakes where every day is a new day
- A restorative approach applied consistently
- We work towards the aim of students becoming functioning and valued members of society

1.3. This policy should be read alongside the Nexus Behaviour Management Policy

2. Legal Framework

2.1. This policy has been written in accordance with all relevant legislation and statutory guidance including, but not limited to:

- The Education Act 2011
- The Children's Act 1989
- The Equality Act 2010
- Government (2013) Use of reasonable force in schools
- Government (2018) Working Together to Safeguard Children
- Government (2025) Keeping Children Safe in Education
- HM Government (2019) Reducing the Need for Restraint and Restrictive Intervention
- Government (2024) 'Behaviour in Schools'
- Suspension and permanent exclusion guidance (2024)



3. Roles & Responsibilities

Local governors

- 3.1. Monitor the implementation of the policy on behalf of Trust Board of Directors.

Headteacher

- 3.2. The Headteacher is responsible for and will:

- Handle any allegations of abuse
- Respond to any parental complaints from pupils or parents regarding physical intervention (PI) or restrictive physical interventions (RPI)
- Lead on suspension and re-integration of pupils
- Identify reasons and circumstances where PI or RPI may be used
- Ensure all members of staff understand a Positive Behaviour Support (PBS) ethos
- Support the functional assessment of behaviours of concern

Senior Leader Responsible for Behaviour

- Report any allegations of abuse to the Headteacher
- Track and monitor use of PI and RPI and undertake data analysis
- Provide training and CPD for all staff
- Develop, implement and regularly review the school's behaviour policy in line with statutory guidance
- Ensure behaviour approaches are inclusive, trauma informed and tailored to pupil need
- Lead on embedding a positive behaviour culture across school ensuring consistency of expectations
- Work with external professionals
- Ensure all behaviour systems prioritise safeguarding and wellbeing

Positive Behaviour Support Coordinator

- 3.3. The Positive Behaviour Support Coordinator will:

- Lead Team Teach training
- As a Positive Behaviour Support Coach, train, upskill, empower and support the staff workforce to ensure that children and young people facing barriers to learning due to their behaviours of concern are able to excel and succeed in their learning through the co-production of positive behaviour support plans



- To work alongside Positive Behaviour Support Coaches in managing a case load of students referred for targeted intervention.
- To complete functional assessments to identify the function of behaviours of concern
- Support the listening and learning of students and staff, analysing and monitoring incidents where Team Teach techniques have been used or where there is a number of incidents or concerns about behaviour.
- To develop positive working relationships with staff, agencies, families and all stakeholders to promote a quality of life for students through a positive behaviour support ethos.

Staff

3.4. The Staff will:

- Adhere to this policy
- Co-produce Positive Behaviour Support Plans including Zones of Regulation
- Always strive to build positive relationships where pupils feel listened to, providing support as Emotionally Available Adults.
- Promote a high-quality supportive supporting learning environment.

4. Definitions

Positive Behaviour Support

- 4.1. Positive Behaviour Support (PBS) is about working in partnership with people, treating them with dignity and respect and enabling them have a better life. All behaviours have a meaning. Positive Behaviour Support aims to understand what behaviours of concern tell us so that the person's needs can be met in better ways. The way the person is supported often has to change to achieve this and this needs to be regularly reviewed by all the people involved. Positive Behaviour Support is an approach that puts the person at the centre to make systems work for the person. We give the right support at the right time so people can thrive to their potential.

Restorative Practice



- 4.2. We are a non-punitive school, sanction free school who use consequences as part of a restorative approach. We seek to resolve conflict, promote empathy, restore positive relationships.
- 4.3. Reduce, prevent and improve behaviours of concern.

Physical Intervention (PI)

- 4.4. Physical intervention is a supportive, non-restrictive strategy used by adults. It could be used for a variety of reasons e.g. a student may display behaviours of concern so be guided to a place of safety.

Restrictive Physical Intervention (RPIs)

- 4.5. Restrictive Physical Intervention is restricting movement and mobility to disengage a student from creating significant harm to themselves, others or creating significant damage to property. Any RPIs must be reasonable, proportionate, necessary and in the best interest of the student taking place as a last resort for the least amount of time with the least amount of force. Any approved Team Teach RPIs used should be agreed because it's not a 'one size fits all' approach. Consideration needs to be given to context, physicality and medical needs i.e. brittle bones etc. Team Teach techniques seek to avoid injury to the student, but it is possible that bruising or scratching may occur accidentally, and these are not to be seen necessarily as a failure of professional technique, but a regrettable and infrequent "side-effect" of ensuring that the student remains safe.

5. Staff Training

- 5.1. As part of the induction process staff will receive an introduction to PBS including Zones of Regulation (see appendix B) Staff will attend Team Teach training with refreshers as required. The PBS Coordinators will lead staff training sessions focusing on the PBS ethos, modelling and refreshers relating to observed needs and issues recognised through reporting and monitoring.

6. Positive Behaviour Support Plans

- 6.1. All students will have a One-Page Profile (see appendix A). Students receiving targeted support will have a co-produced Positive Behaviour Support Plan. This is a working document that will be reviewed and signed



annually by students (where relevant), families and school during the annual review process.

7. Reporting Incidents

7.1. Incidents are reported on BehaviourSmart using the software to log a detailed account of the behaviour including antecedents, de-escalation and post incident restorative work. The Positive Behaviour Lead, Senior Staff and Teachers will use the information to analyse patterns, understand functions and develop proactive and supportive approaches. If required a referral can be made for more intensive support.

8. Use of Artificial Intelligence

Kelford School recognises that artificial intelligence (AI) can support the fair and consistent application of our positive behaviour support policy. AI tools will be used to promote positive behaviour, identify patterns of concern (BehaviourSmart) and provide timely support for staff, pupils, employees and families where appropriate. The use of AI to cause upset, harm or to threaten others will be treated as bullying (Links to anti-bullying policy).

9. Use of Secure Spaces

9.1. Schools are required to ensure that pupils are not locked in a room or space, unless there are exceptional circumstances linked to immediate pupil/staff safety (e.g. as per lockdown procedures). At all times, Nexus MAT schools must be compliant with the Deprivation of Liberty Safeguards (DOLS) and/or the Mental Health Act (MHA).

9.2. There may be exceptional situations in which it is necessary to physically prevent a pupil from leaving a room in order to protect the safety of the individual pupils and/or pupils, staff and visitors from immediate risk, but this would be a safety measure and not a disciplinary sanction.

9.3. Classroom entrance and exit doors are not to be locked with a key or fob that can only be unlocked by an adult.

9.4. Schools may have two handles on entrance and exit doors to classrooms – one at standard (waist) height, and another towards the top of the door. These doors are not locked, but have an enhanced system which provides a



safe means of ensuring pupils are suitably safeguarded from leaving the classroom area of their own volition. This measure must be reflected in the class risk assessment and parents/carers informed.

- 9.5. It is acceptable, as part of our site health, safety and safeguarding measures, to have secure buildings or areas of the school building e.g. departments, entrance ways etc, which pupils can move freely within.

10. Post Incident Support

- 10.1. Following an RPI staff can request the 'recovery' phase to be facilitated by the PBS Coordinator, PBS coaches or members of SLT. All RPIs must be reported to families on the day of the RPI. Post incident debriefs will be facilitated by the Positive Behaviour Support Lead, coaches or member of the SLT.

11. Reward and Positive Recognition

- 11.1. We acknowledge that good behaviour will encourage repetition of that behavior. We reward students in a variety of ways including:
- Verbal praise.
 - Communicating praise to parents.
 - Certificates
 - Positions of responsibility, e.g. MP

12. Complaints

- 12.1. All members of staff will be made fully aware of the consequences and legal retributions that can occur following the incorrect use of PI and RPI. All complaints regarding the use of PI or PRI force will be investigated in a thorough and speedy manner, in line with the processes outlined in either the Trust's complaints policy or the Trust's undertaking workplace investigations policy.

