



**Leighfield**  
Primary School

Learning for Life

## **Leighfield Behaviour Policy: A Nurture-Based Approach**

Approved by	Leighfield Advisory Board
Approval date	
Frequency of review	Annual
Next review date	December 2026

### **Publication & Review**

This policy is published on the school website. The policy is reviewed annually in consultation with staff, parents, and pupils to ensure it remains effective and compliant.

## Legislation, statutory requirements and statutory guidance

This policy is based on legislation and advice from the Department for Education (DfE) on:

- [Behaviour and discipline in schools: advice for headteachers and school staff, 2016](#)
- [Behaviour in schools: advice for headteachers and school staff 2022](#)
- [Searching, screening and confiscation at school 2018](#)
- [Searching, screening and confiscation: advice for schools 2022](#)
- [The Equality Act 2010](#)
- [Keeping Children Safe in Education](#)
- [Exclusion from maintained schools, academies and pupil referral units in England 2017](#)
- [Suspension and permanent exclusion from maintained schools, academies and pupil referral units in England, including pupil movement - 2022](#)
- [Use of reasonable force in schools](#)
- [Supporting pupils with medical conditions at school](#)

It is also based on the [Special Educational Needs and Disability \(SEND\) Code of Practice](#) and [DfE guidance](#) explaining that academies should publish their behaviour policy and anti-bullying strategy.

## Roles & Responsibilities

- Governors: Approve and monitor the Behaviour Policy and ensure compliance with statutory requirements.
- Headteacher: Implements the policy, ensures staff training, and reports to governors.
- Staff: Apply the policy consistently, model positive behaviour, and engage in restorative practice.
- Pupils: Follow school rules, engage in restorative processes, and respect others.
- Parents: Support the school in promoting positive behaviour and attend meetings when required.

## Statement of Behaviour Principles

This Behaviour Policy is underpinned by the written statement of behaviour principles approved by the Advisory Board. These principles ensure that our approach promotes respect, fairness, and consistency while reflecting our nurturing ethos. The statement is available on our school website.

### Written statement of behaviour principles:

- Every pupil understands they have the right to feel safe, valued and respected, and to be able to learn free from the disruption of others
- All pupils, staff and visitors are free from any form of discrimination
- Staff and volunteers set an excellent example to pupils at all times
- Rewards, sanctions and reasonable force are used consistently by staff, in line with the behaviour policy
- The behaviour policy is understood by pupils and staff
- The suspensions and exclusions policy explains that they will only be used as a last resort, and outlines the processes involved in suspensions and exclusions
- Pupils are helped to take responsibility for their actions
- Families are involved in behaviour incidents to foster good relationships between the school and pupils' home life

## **Vision and Ethos**

Our school is committed to creating a safe, inclusive, and supportive environment where every child can thrive academically, socially, and emotionally. This Behaviour Policy is rooted in the Six Principles of Nurture, ensuring that behaviour management is relational, restorative, and developmentally appropriate.

## **The Six Principles of Nurture**

1. Children's learning is understood developmentally
  - Behaviour expectations reflect developmental stages, not chronological age.
  - Staff use tools such as the Boxall Profile® to assess social and emotional needs and plan interventions.
  - Interventions (e.g. ELSA, phonics support, sensory breaks) are tailored to individual needs.
2. The classroom offers a safe base
  - Predictable routines, visual timetables, and calm spaces are embedded in all classrooms.
  - Adults model positive relationships and provide emotional containment to support cognitive learning.
  - Physical environments include nurture displays, quiet zones, and sensory resources.
3. The importance of nurture for wellbeing
  - Wellbeing is prioritised through PSHE lessons, restorative practices, and recognition systems (e.g. whole school reward systems such as House points, Headteacher postcards and stars of the week).
  - Staff wellbeing is supported through collaborative problem-solving and access to professional development.
4. Language is a vital means of communication
  - Staff use clear, supportive language and model emotional vocabulary.
  - Opportunities for talk are embedded in daily routines; pupils are encouraged to express feelings verbally rather than through behaviour.
5. All behaviour is communication
  - Behaviour is understood as an expression of need. Responses focus on curiosity and empathy.
  - Restorative conversations and reflective practices help pupils repair relationships and learn self-regulation.
6. The importance of transition in children's lives
  - Transitions (daily routines, year group changes, moving to secondary school) are planned and supported.
  - Strategies include a 2-day internal transition period, transition booklets and videos, key adult support, and phased introductions for pupils starting in EYFS.

## **Aims**

Our school is committed to promoting positive behaviour through a nurturing ethos, where every child feels valued and supported. We move away from punitive responses and instead adopt restorative and relational approaches that focus on repairing relationships and understanding the reasons behind behaviour. Through this approach, we aim to help pupils develop essential skills such as self-regulation, resilience, and respect for others, equipping them to thrive

both socially and academically. Whilst we maintain consistency in expectations across the school, we also recognize the importance of flexibility to meet individual needs, ensuring that every child receives the support necessary to succeed.

## **Strategies and Procedures**

Our approach to behaviour management is proactive, relational, and reflective. It is designed to prevent difficulties, respond with empathy, and monitor progress to ensure every child feels safe, valued, and supported.

### **Preventative**

We believe that prevention begins with understanding. All staff receive whole-school training in the Six Principles of Nurture and trauma-informed practice, ensuring a consistent, compassionate approach across the school. This shared knowledge helps staff recognise the underlying needs behind behaviour and respond appropriately. To tailor support, we use Boxall Profiles to assess pupils' social and emotional development. These profiles inform provision maps and targeted interventions, enabling us to meet individual needs before they escalate into behavioural challenges.

### **Responsive**

When incidents occur, our response is restorative rather than punitive. Staff engage pupils in restorative conversations, helping them reflect on their actions, repair relationships, and learn strategies for self-regulation. For pupils who need additional support to regulate emotions, we provide access to quieter spaces e.g. the ELSA room, library, and outdoor learning environments. These safe, calming spaces allow children to regain control, with support and return to learning when ready.

Children have the opportunity to 'reset and reflect' at lunchtime and at the end of the day. The aim of this is to provide children with a calm, structured space to process incidents and restore relationships. Rather than dwelling on mistakes, this approach allows pupils to acknowledge what happened, understand its impact, and consider positive choices for the future. By focusing on reflection and repair, children are supported to move on from the incidents without lingering negativity, reducing anxiety and promoting emotional regulation. This restorative process reinforces the message that mistakes are part of learning and that every child has the chance to start afresh, fostering resilience and a sense of belonging.

### **Monitoring**

Behaviour is not viewed in isolation but alongside wellbeing indicators. We track patterns of behaviour and emotional health, ensuring that interventions remain effective and relevant. Every term, we review provision maps and interventions, adapting strategies as needed to reflect pupils' progress and changing circumstances. This ongoing cycle of reflection and adjustment ensures that our approach remains dynamic and responsive.

### **Rewards**

Positive reinforcement is central to our nurturing ethos. We celebrate effort, progress, and achievement through a range of rewards that promote our school rules and values.

# Our School Rules

1. Be kind
2. Be considerate
3. Be honest
4. Be hardworking
5. Be your best self!



## Leighfield School Values:

- Confident Individuals
- Successful Learners
- Responsible Citizens

Rewards include house points, certificates for Stars of the Week, and recognition for qualities such as resilience, pride, and respect. Pupils may also receive excellence awards and Headteacher postcards to acknowledge exceptional contributions. These rewards are designed to motivate pupils, build self-esteem, and reinforce the values that underpin our school community.

## Supporting positive choices through reflection and restoration and sanctions

When behaviour falls outside our school rules, we respond calmly and consistently, focusing on helping the child understand and repair relationships. Sanctions, such as missing a short amount of break or lunch, are applied thoughtfully and proportionately, ensuring time is used for reflection rather than punishment. Where needed, we engage in supportive conversations with parents to work collaboratively. Our approach prioritises empathy and growth, reinforcing that mistakes are opportunities for learning within a safe and caring environment.

## **Sanctions**

Sanctions are proportionate and aim to support reflection and learning. These may include: verbal reminders, restorative conversations, loss of short break/lunch time, detentions, internal exclusions, and in serious cases, suspension or permanent exclusion in line with statutory guidance. Restorative practice is used to help pupils understand the impact of their actions, repair relationships, and develop strategies for improvement. For children with SEND or additional needs, responses are tailored to their individual circumstances, ensuring that support plans and reasonable adjustments are in place. Our aim is always to teach, not punish, and to help every child learn the skills needed for positive behaviour.

## **Searching, Screening & Confiscation**

The school follows DfE guidance on searching, screening, and confiscation. Staff may search pupils for prohibited items where necessary, ensuring that procedures respect dignity and safeguarding principles. Prohibited items include:

- Knives or weapons
- Mobile phones
- Alcohol or illegal drugs
- Stolen items
- Cigarettes (including vapes/e-cigarettes)
- Any article that a member of staff reasonably suspects has been, or is likely to be, used to commit an offence, cause personal injury, or damage property (e.g., lighters, matches, laser pens, BB guns, dangerous chemicals)
- Any item banned by the school rules and identified as an item which may be searched for (e.g. energy drinks, aerosols, large quantities of sweets, offensive material, item that could disrupt learning or pose a risk to health and safety)
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## **SEND & Equality**

The Behaviour Policy complies with the Equality Act 2010 and ensures reasonable adjustments for pupils with SEND or additional needs. Responses are tailored to individual circumstances to promote inclusion and fairness.

## **Teachers' Statutory Powers**

Teachers have the authority to discipline pupils for misbehaviour inside and outside school, use reasonable force when necessary to prevent harm, and confiscate prohibited items in accordance with DfE guidance.

## **Procedures for Serious Incidents**

For serious breaches, the school follows DfE guidance on suspension and permanent exclusion. Safeguarding concerns are addressed in line with the school's Safeguarding Policy. Parents are informed promptly and involved in restorative processes where appropriate.

## **Policies**

The following policies work together to ensure a safe, inclusive, and supportive environment for all pupils and staff. They should be referenced in your Behaviour Policy and reviewed regularly to ensure consistency and statutory compliance and can be found on the school website: [Leighfield Academy – Learning For Life](#)

- **Wellbeing Strategy**
- **Child Protection and Safeguarding Policy**

- **Anti-Bullying Policy**
- **Exclusions and Suspensions Policy**
- **Physical Intervention (or Positive Handling) Policy**
- **Online Safety Policy**
- **SEND Policy**
- **Equality and Inclusion Policy**
- **Staff Code of Conduct**
- **Whistleblowing Policy**
- **Attendance Policy**
- **Complaints Policy**