



Behaviour Policy

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Statutory or Best Practice Policy	Statutory
School or Trust Policy	School

We want to ensure that your needs are met.
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01637 303106 or email info@kernowlearning.co.uk.



“Visible consistency with visible kindness allows exceptional behaviour to flourish.”

(Paul Dix, 2017)

Introduction

At Kernow Learning, we believe that creating a positive and inclusive learning environment is essential for all children to flourish, both academically and socially. Our school behaviour policy is designed to create a safe and respectful environment where every individual feels safe and can learn and achieve well.

Our approach to behaviour is grounded in our Trust Core Shared values of *strength, wisdom* and *courage* and our philosophy of *working hard, helping others, and being honest*.

We are committed to upholding the principles set out by the Department for Education (DfE) in its updated guidance on behaviour, published in February 2024. This guidance stresses the importance of high expectations, consistency, and fairness in managing behaviour, and we aim to promote an environment where children feel valued, respected, and empowered to take responsibility for their actions.

This applies across all schools within our family of schools ensuring consistency, while recognising the individual needs of each school community. It is based on the belief that good behaviour is integral to a successful education and is best achieved when children, staff, and parents all working in partnership together.

We recognise that behaviour is a form of communication, and this policy seeks to provide clear guidelines for both positive and corrective behaviours, ensuring that all children are supported to make good choices, reflect on their actions, and contribute to a positive and harmonious school environment.

Through our commitment to high standards and a shared ethos, we aim to develop confident, responsible, and respectful individuals who love coming to school, and contribute positively to society.

Rationale

At Sky Primary and Eden Project Nursery Academy we are committed to providing the right support at the right time. Every interaction is seen as an opportunity to build connection and support positive outcomes. We believe that every child has the right to learn in an environment where they feel happy, safe and secure. Positive, respectful relationships are at the heart of our approach to behaviour.

Our aim is to support all children to develop into confident, resilient and compassionate citizens. We recognise that when schools place a strong emphasis on emotional health and wellbeing, outcomes improve for all learners.

Positive behaviour and a calm school atmosphere are most effective when the whole school community works together. This policy provides clear guidance on expected conduct for all children and adults at Sky Primary and Eden Project Nursery.

The policy is inclusive and recognises the need for reasonable adjustments and differentiated approaches for pupils with SEND or additional needs. It reflects our belief that behaviour management should be supportive, educational and rooted in respect.

The Elton Report focused the thinking of schools on the ways of creating a positive atmosphere where major behaviour problems do not arise. It stresses the importance of creating consistent atmospheres in which good behaviour will become the norm. All the adults in the school must



remember that their behaviour is a model for the children and their expectations influence how the children behave. A calm, relaxed atmosphere will give security to our children.

Key Principles for Positive Behaviour

Our approach to behaviour is underpinned by five key principles:

1. Be consistent in how you model behaviour
2. Set high expectations supported by clear routines, structures and boundaries
3. Connect and reflect during conversations with pupils
4. Address and discuss negative behaviour sensitively
5. Be calm and controlled in their response to challenging behaviour

Our Ways of Being

At Sky Primary and Eden Project Nursery, our behaviour expectations are clearly defined through our **Ways of Being**. These provide children with clear boundaries, consistency and a shared language for behaviour.

- We respect everything and everyone
- We listen to each other
- We work hard
- We are kind and helpful
- We are always honest
- We are brave



These ways of being are displayed throughout the school and are explicitly taught, modelled and revisited regularly. They align with our core values and help children understand not only *what* is expected, but *why* these behaviours matter.

High Expectations of Self and Others

High expectations and a positive climate embedded by respectful interactions are two strongly supported elements of educational effectiveness. The importance of expectations is demonstrated most forcefully by the Rosenthal and Jacobson study, where they found “What you expect is what you get”. We have high expectations of all children and staff at Sky Primary Academy and Eden Project Nursery and ensure that these are clearly communicated with our whole school community.

There is no place in our school for the following unacceptable behaviour:

- Bullying
- Deliberately hurting others
- Disobedience
- Cheating
- Spitting
- Kicking
- Abusive Language
- Stealing
- Rudeness to others
- Racial Abuse
- Swearing
- Dishonesty – Lying
- Vandalism
- Violence

All occurrences of this kind of behaviour should be dealt with by the class teacher and referred to the Headteacher if necessary. Minor problems can be dealt with by any adults in the school, but a Senior leader will deal with continued inappropriate behaviour.

PACE (Dan Hughes, 2012)

When dealing with difficult behaviours or to prevent escalation we adopt the 'PACE' approach. This means:

Playful – use a positive, playful tone of voice – this activates positive hormones in the child and can diffuse a situation. This is not appropriate for all situations and needs to be used sensitively.

Acceptance – actively label, accept and validate the emotions underneath the behaviour. We are gentle on the child but firm on behaviour.

Curiosity – trying to find out about the behaviour without judgement – correction with connection. 'Will you help me to understand what it was like for you when...?' This forms part of 'walk and talk' or a restorative conversation and gives the child a narrative for their behaviour.

Empathy – feel into their experience and empathise with the child to help them to make sense of their big feelings. 'No wonder you're feeling x. It is painful when y happens.' 'So, you're letting me know that you are feeling really miserable right now.... I can understand that...'

First Attention to the Best Conduct

At Sky Primary Academy and Eden Project Nursery, we believe that a positive, proactive approach to behaviour is more effective than a reactive one. We always endeavour to give first attention and recognition to those children who are meeting our expectations. This is done through:

- Public praise of those children doing the right thing
- Inviting children who have worked 'over and above' to share their learning with others in the school
- Regular, consistent use of the Dojo system for positive recognition
- Weekly certificates for positive behaviour in assembly
- Elected and applied for Jobs and responsibilities within the classroom and the wider school
- Sharing achievements on Dojo and social media with parents and our school community



Relentless Routines

Behaviour is the sum of an enormous number of habits, attitudes and skills that can be taken for granted. None of these factors are innate, and to achieve positive behaviour for learning, we believe we must teach them explicitly to our children and consistently remind them until they become embedded as positive habits.

At Sky Primary Academy and Eden Project Nursery we have clear routines and expectations which are consistently applied to promote positive behaviour, these are underpinned by our **Ways of Being**.

Activity	What does this look like in our school?
Lining up	<ul style="list-style-type: none"> We face the way we are going. We keep our hands and feet to ourselves. We move quietly, so as not to disturb others. We check everyone is ready before we move. Classes will not be walked anywhere until they are ready.
Walking around the school	<ul style="list-style-type: none"> We face the way we are going. We keep our hands and feet to ourselves. We move quietly, so as not to disturb others. We check everyone is ready before we move. Classes will not be walked anywhere until they are ready.
Entering/leaving assembly	<ul style="list-style-type: none"> Children and adults enter as above. We use thinking minds and so sit in quiet reflection. We leave calmly when signalled by our adults.
In the lunch hall	<ul style="list-style-type: none"> We enter the hall sensibly. We remove our coats and hats. We wait calmly as we approach the servery. When receiving our lunch, we say please and thank you to the lunchtime team. We use our knife and fork to eat a hot meal. We are guided to practise this skill by others.
Around the school	<ul style="list-style-type: none"> We hold doors open for one another. We pick up any objects/litter that we see. We pick coats and bags up off the floor and hang them on pegs to keep our school safe. We keep water bottles by the sink.
End of break/lunch	<ul style="list-style-type: none"> We stop quickly when we hear the 1st whistle at the end of breaktimes. All children are expected to stop. At the 2nd whistle we walk calmly to the place where we line up.
Gaining children's attention	<ul style="list-style-type: none"> We use a silent stop signal when adults require our attention.
Addressing excessive noise levels	<ul style="list-style-type: none"> The volume of noise in our learning environment should be matched to our activities. Sometimes it will be buzzy, sometimes quiet, and sometimes silent. Our adults will use the silent stop signal to remind us.
Answering questions/feedback	<ul style="list-style-type: none"> We discourage the use of hands up wherever possible as we believe all children should be active participants in their learning. We will use other methods of gaining feedback (think, pair share, popcorn, wave, paraphrase, partner feedback, cold calling, ABC)
Leaving the classroom	<ul style="list-style-type: none"> Children must always ask for permission to leave the classroom. This might be communicated verbally or using appropriate signs.



<p>Moving around the classroom</p>	<ul style="list-style-type: none"> ▪ Essential resources including sharpened pencils should be readily available on children's desks to avoid excessive getting up from seats during lesson time. ▪ If children do need any additional resources and equipment to support their learning, they are encouraged to get up and do this independently.
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Rewards and Sanctions

Rewards

Whilst we believe that our engaging, inspiring curriculum should be the intrinsic motivator for positive behaviours, we know that the use of extrinsic motivators help children to engage their focus. Therefore, we use some extrinsic motivators to create a culture of 'celebrating positive behaviour' as a school community. Children's achievements are celebrated weekly in our 'Celebration Assembly' with certificates awarded to embed our **Ways of Being**.

During this assembly, teachers nominate a 'Star of the Week', This recognises those children who have consistently demonstrated our **Ways of Being**. 'Stars of the Week' are rewarded with additional responsibilities across the week.

Golden Time and The Dojo System

- All pupils and staff know our **Ways of Being**.
- All teachers and support staff should spend time explaining and exemplifying what these mean, look like and sound like. The rules apply to every area, and every minute at school.
- All pupils who keep to our rules all week receive 30 minutes of Golden Time on a Friday afternoon in recognition of their positive behaviour.
- Additional Dojos are given daily for behaviour that is 'over and above'.

Golden Time is 30 minutes of highly motivational extra-curricular activities on offer across the school for children who have kept their Golden Time to choose from. These can be adult or child led, for example disco's, scooters/skateboards, smoothie-making, bring your own toy, nail varnish club, Pokemon etc.

The Golden Time choices for the week are discussed with children during Monday morning Collective Worship so that all children are clear on the extra incentive for the week. It is important that the choices on offer stay fresh, exciting, motivational and follow children's interests.

Dojo System

At Sky Primary Academy and Eden Project Nursery we use Class Dojo as a means of communicating with our parents and to recognise children's efforts and achievements in and around all aspects of school life, including behaviour. Dojos are given by teachers and teaching assistants and by other adults around the school who spot excellent behaviour and hard work. Positive Dojos are awarded to pupils who go over and above our 'learning behaviour' expectations – these are always in reference to our Ways of Being.

Five Step Approach

As outlined in our policy, if a child falls below our expectation for our **Ways of Being** we will follow a 5-step approach:

1. Verbal warning:

Adults will discretely and gently remind children about our rules and expectations in order to refocus them. Adults will offer help and support to turn the behaviour around by referring to the Positive Learning Behaviour Tracker and resolution strategies and engaging the pupil in



reflection e.g. “This behaviour is stopping learning. What do you need to behave safely?” “Help me understand which part you are finding tricky.” “How can we make this easier for you to manage so that you can be ready for learning?” If they re-engage, adults will ensure that this is positively reinforced.

2. Visual warning:

Children will have their name written on the ‘thinking cloud’ as a visual warning. Adults will acknowledge children’s feelings and difficulties whilst providing them with clear choices which will support them to turn things around. They will be reminded that they could lose 5 minutes of their Golden Time. If they re-engage, adults will ensure that this is positively reinforced.

3. Loss of Golden Time:

Children’s names will be circled on the thinking cloud to indicate that they have lost 5 minutes of Golden Time. Adults will acknowledge children’s feelings and difficulties whilst providing them with clear choices which will support them to turn things around. If they re-engage, adults will ensure that this is positively reinforced.

4. Time out:

If after following the steps above, children are still unable to show our Ways of Being they will be taken to another class or to a quiet area with an adult for time out. They will be expected to complete an appropriate task set by their teacher. Parents will be informed that their child has reached this stage and informed of any lost learning.

5. Headteacher/SLT:

If the behaviour continues or escalates, the headteacher or member of SLT can be called for support. This may result in a fixed term suspension. Parents will be invited for a meeting if behaviour has reached this stage.



Sanctions

All children have the right to learn in classrooms that are free from disruption and feel safe. At times there may be a need to use sanctions as a consequence of poor behaviour to act as a deterrent for those still learning how to make more positive behaviour choices. These are age appropriate:

- Pupils who break a rule receive a verbal warning. If there is a further rule break their name will be written on the ‘thinking cloud’ as a visual reminder to make more positive choices. If they continue to break our rules their name on the thinking cloud will be circled and this will indicate that 5 minutes of golden time has been lost for the week.
- Each day is a fresh start – all names are taken off the board at the end of the day.
- Pupils who have lost their Golden Time must report to the Headteacher at the beginning of Golden Time where they have time to reflect on the rule break.
- Loss of Golden Time is recorded by the class teacher and kept on file in the Headteacher’s office.

- Records of Golden Time losses are analysed by the SLT every half term.
- If a pupil loses Golden Time 3 times in a half term their parent/s will be called into school for a meeting with the Headteacher and Class Teacher and where appropriate the SENDCo. Children who persistently lose their Golden Time may lose the privilege of after school clubs for that term and the right to represent our school in a leadership role or at extra-curricular events.

"Too often we forget that discipline really means to teach, not to punish..." (Dr. Dan Siegel, 2020)

Logical Consequences

At Sky Primary Academy and Eden Project Nursery we believe in the impact of logical consequences which work alongside our sanctions. The goal of logical consequences is to help children develop internal understanding, self-control, and an intrinsic desire to follow our rules. Logical consequences help children look more closely at their behaviours and consider the impact of their choices.

Unlike 'punishment', where the intention may be to make a child feel shamed, the intention of logical consequences is to help children develop internal controls and to learn from their mistakes, understand the impact of their positive or negative behaviours in a supportive atmosphere.

Sanctions after a 'Golden Time' loss has been issued

Golden Time losses can only be issued at a maximum of 5 minutes per day. This is important as it means that even if a child has 5 minutes Golden Time taken each day, they will still be able to achieve 5 minutes on a Friday.

If, after a child has had their 5 minutes taken from them, they continue to make poor choices then the next step is removal to another workspace until they are ready to return to their class. If this behaviour continues after removal, then parents will be notified, and a fixed-term suspension may be issued.

On a Friday, once the child has 'served' their golden time losses and taken time to reflect on their week with the leading adult, they will then join the group of their choice for the remainder of the golden time session. In such cases whereby a child has lost 10 or more minutes of their golden time, it may not be possible for them to join their chosen activity due to its very nature or resourcing. In cases such as this, the child will be given an alternative Golden Time activity to join.

Internal suspension

In cases whereby a child repeatedly breaks our school rules and is being persistently unsafe, disrespectful and/or disturbing the learning of others, the headteacher or designated senior member of staff may take the decision to issue an internal suspension. This action is not taken lightly and will be intended to allow for one or more of the following depending on the individual situation:

- Time for the child to reset away from their usual learning environment;
- Time for the child to reset away from their peers;
- Time for other children to continue their learning without persistent disruption;
- Time for senior leaders to consider an alternative in-school provision better suited to the child's needs;

- Time for senior leaders to seek advice from other educational experts and/or agencies;
- Time for parents to work in partnership with school staff and/or other services to support the child in school.

Suspensions and permanent exclusions

(Please also see Suspensions and Exclusions Policy)

At, Sky Primary Academy and Eden Project Nursery we recognise the impact that fixed-term suspensions and permanent exclusions can have on children so endeavour to employ this as a very last resort.

Only the Headteacher (or the senior member of staff to whom the Headteacher has delegated responsibility in their absence) has the power to suspend or exclude a child from school. The Headteacher may suspend a child for one or more fixed periods, for up to 45 days in any one school year. The Headteacher may also exclude a pupil permanently.

If the Headteacher suspends or excludes a child, s/he informs the parents immediately, giving reasons for the exclusion. At the same time, the Headteacher makes it clear to the parents when and how they can make representations and the next steps.

The Headteacher informs the Local Authority (LA) and the LGB about any permanent exclusion.

For more information please see our Trust Exclusions Policy.

Serious Incidents

If a child is not responding to adults and their behaviour is extreme or presents immediate danger to self or others, either the child must be removed from the situation or others around the child moved to make the situation safe. In some cases, it may be necessary for staff to use positive handling strategies (see Positive Handling section). Parents/carers will be contacted at the earliest convenience to inform them of any serious incidents.

It is important that following any serious incident staff involved have a follow up and repair, however this may happen on a different day when the child is emotionally ready to reflect on their behaviour.

Following a meeting with parents, we may use several strategies to support children, and where necessary families. This may include:

- Bespoke behaviour plans
- Home school communication book
- Regular behaviour meetings
- Referral to Early Help/other agencies
- In class learning aids
- Adaptations to the child's timetable
- TIS intervention
- Nurture provision

Follow up and repair

At Sky Primary and Eden Project Nursery, a vital part of our approach to positive behaviour is the following up of behaviour that has challenged and repairing the relationships involved. Through this process we aim to teach children to understand the impact that their behaviour has on others and to develop strategies to deal with similar situations more effectively in the future. We want them to understand that there can always be a fresh start and that the staff



Sky Primary Academy and Eden Project Nursery Positive Behaviour Policy

at Sky Primary Academy and Eden Project Nursery will always hold them in unconditional positive regard.

If a child has lost Golden Time or had time out in another class, this must be followed up by a restorative conversation with the adult that issued the consequence. This will usually happen during the next break time when the child is calm or ready to talk. This is an opportunity to talk things through and as a natural consequence of needing to talk about the behaviour, children will miss all or part of their break depending on the conversation and reflection required. This could be held in a quiet space or as a 'walk and talk'.

Children must be supported to reflect on their actions, 'put things right' and repair their relationships so they are not left with toxic shame. We also recognise that 'forced apologies' will have little impact for any of the parties involved.

Our Adaptive approach to Behaviour for Pupils with Additional Needs

Sky Primary and Eden Project Nursery recognises that pupils with Special Educational Needs and Disabilities (SEND) may experience episodes of dysregulation linked to their identified needs. We understand behaviour as a form of communication and acknowledge that, for some pupils, distressed behaviour may be due to their need, heightened anxiety, sensory overload, or difficulties with communication and emotional regulation.

In such circumstances, reasonable adjustments will be made in accordance with the Equality Act 2010 to ensure pupils can access learning and feel safe within the school environment. Adaptations to provision and the application of the Behaviour Policy will be proportionate, individualised, and informed by a graduated response.

Each identified pupil will have either an individual risk assessment and/or behaviour support plan, developed in partnership with parents/carers and, where appropriate, external professionals. Plans will prioritise:

- Co-regulation and emotional containment
- Predictable routines and structured environments
- Clear, consistent and developmentally appropriate expectations
- Neuro-affirming and trauma-informed practice
- Proactive strategies to reduce triggers and support self-regulation

Staff will receive appropriate guidance to ensure strategies are applied consistently and with sensitivity.

While the school is committed to providing a highly supportive and inclusive environment, it maintains a clear duty of care to all pupils and staff. Safeguarding, health and safety, and the right of all members of the school community to learn and work in a safe, calm and respectful environment remain paramount. Where necessary, risk assessments and or behaviour plans will be reviewed 6 weekly or following an incident where adaptations may be needed to ensure that appropriate measures are in place to minimise risk and maintain safety.

Searching & Confiscation

If concerns are raised around prohibited items in school, the Headteacher (or the senior member of staff to whom the Headteacher has delegated responsibility in their absence) has a statutory power to search a pupil or their possessions.

They can conduct the search with the consent of the child/and or parent. The only time consent is not needed is, when to delay, could cause harm to the child or to other children and staff. An appropriate location will be found for the search and 2 members of staff will always be present when this is done.

The extent of the search:





Sky Primary Academy and Eden Project Nursery Positive Behaviour Policy

- A member of staff may search a pupil's outer clothing only including pockets, possessions, desks or lockers.
- The person conducting the search must not require the pupil to remove any clothing other than outer clothing such as a coat or hat.
- A pupil's possessions can only be searched in the presence of the pupil and another member of staff, except where there is a risk that serious harm will be caused to a person if the search is not conducted immediately and where it is not reasonably practicable to summon another member of staff.

Following a search, the staff member will record full details on Edgen (pupil's name, reason for search, where, when, staff involved, items found, follow up action, pupil's well-being after). Parents will be informed about the search and the outcome as soon as it is practically possible. Pupils will be sanctioned in line with this policy to ensure consistency of approach.

Any prohibited items found in a pupil's possession may be confiscated. These items will be returned to the parents/carers unless it is an illegal item where advice from Global Policing or the police will be sought. We will also confiscate any item that is harmful or detrimental to school discipline. Prohibitive items may include:

- knives and weapons
- alcohol
- illegal drugs
- stolen items
- any article that the member of staff reasonably suspects has been, or is likely to be, used: a) to commit an offence, or b) to cause personal injury to, or damage to property of; any person (including the pupil).
- tobacco, cigarette papers & lighters
- fireworks
- pornographic images
- mobile phone
- vape

Positive Handling

Positive handling is the positive application of force with the intention of protecting the child from harming themselves or others or seriously damaging property.

At Sky Primary and Eden Project Nursery, we believe that a positive and proactive approach is vital to anticipate potential triggers for behaviour that challenges, and minimise the likelihood of, or avoid the need to use, restraint. We use the following strategies to be proactive in our approach to behaviour:

- Holding relationships as one of our core values
- Using de-escalation techniques such 'PACE' and emotional coaching
- Ensuring that staff receive appropriate CPD and training
- Use of bespoke behaviour and support plans where necessary
- Individualised provision to meet individual needs
- Involvement of parents and the young person
- Involvement of other professionals and agencies where appropriate

The Legal Framework

Positive handling should be limited to emergency situations and used only in the last resort. Under the Children Order 1995, it is only permissible as described under the heading "Physical Control". Article 4 of the Education Order 1998 clarifies powers that already exist in common law. It enables trained staff in the school, authorised by the Headteacher, to use such force as is reasonable in the circumstances, to prevent a pupil from:

- Committing an offence
- Causing personal injury to, or damage to the property of, any person (including the pupil himself)





- Engaging in any behaviour prejudicial to the maintenance of good order and discipline at the school or among its pupils, whether during a teaching session or otherwise.

There are times when staff may need to use 'reasonable force'. In order to keep members of the school community safe from harm. The term 'reasonable force' covers the broad range of actions used that involve a degree of physical contact with children.

It is usually used either to control or restrain and this can range from guiding a pupil to safety by the arm through to more extreme circumstances such as breaking up a fight or where a child needs to be restrained to prevent violence or injury. Where a child has needed a positive handling strategy to be used which has required any form of restraint, this will be recorded, and parents will be informed.

Pupils' Conduct Outside the School Gates

At Sky Primary and Eden Project Nursery, we believe that high expectations for behaviour extend beyond the school gates. We encourage our pupils to carry our rules and values into their communities. Whether they're walking home, playing at the park, or interacting with others outside of school, our pupils are expected to uphold the same standards of behaviour that reflect our school's values. This helps to reinforce the idea that positive behaviour is important in all areas of life, and it builds a sense of pride and responsibility in our pupils as they represent our school as citizens in the wider world.

The law allows:

Teachers have a statutory power to discipline pupils for misbehaving outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives head teachers a specific statutory power to regulate pupils' behaviour in these circumstances 'to such as is reasonable'. The school may discipline a child for any misbehaviour when the child is:

- Taking part in any school-organised activity or school related activity
- Travelling to or from school
- Wearing the school uniform or in some other way identifiable as a pupil at the school

Or misbehaviour at any time, whether or not the conditions above apply, that:

- Could have repercussions for the orderly running of the school
- Poses a threat to another pupil or member of the public
- Could adversely affect the reputation of the school depending on the incident.

