

Module 3:
Behaviour Policy:
A Journey of Culture Change


Led by: Emily Gazzard

© Together Transforming Behaviour 2024. All Rights Reserved.

Together Transforming Behaviour

MODULE 3:
Behaviour Policy: A Journey of Culture Change



The ACADEMY for BEHAVIOUR LEADERSHIP



What are the highs and lows of being a Behaviour Lead?


CHAT BOX

© Together Transforming Behaviour 2024. All Rights Reserved


 **MODULE 3:**
Behaviour Policy: A Journey of Culture Change 

Where were we before?


- Some inconsistencies across the school
- Impact of emotion
- Inconsistent use of language
- Impact of COVID



© Together Transforming Behaviour 2024. All Rights Reserved




MODULE 3:
Behaviour Policy: A Journey of Culture Change



Coldfall's Golden Rules

1. Stop, look and listen to all staff speaking to you
2. Follow directions the first time
3. Keep hands, feet, objects and hurtful comments to yourself
4. Use and store all property in the correct way
5. Always walk quietly inside the building
6. Do the work you should be doing



Going for Gold!

Coldfall Golden Rules

1. Follow instructions
2. Hands, feet and objects to yourself
3. Use kind words
4. Respect property
5. Walk quietly on the left
6. Work hard and try your best
7. Be kind online



© Together Transforming Behaviour 2024. All Rights Reserved

 **MODULE 3:**
Behaviour Policy: A Journey of Culture Change 


- Positive praise as the first approach
- Clear rules, routines, rewards and sanctions
- Approaches that support staff

© Together Transforming Behaviour 2024. All Rights Reserved

 **MODULE 3:**
Behaviour Policy: A Journey of Culture Change 

Intent vs. Impact




What you think you said
may not be what they heard.

© Together Transforming Behaviour 2024. All Rights Reserved

Together Transforming Behaviour

MODULE 3:
Behaviour Policy: A Journey of Culture Change

The ACADEMY for BEHAVIOUR LEADERSHIP



CHAT BOX

Restorative Justice

© Together Transforming Behaviour 2024. All Rights Reserved

MODULE 3:
Behaviour Policy: A Journey of Culture Change

Sustaining the buy-in



- Regular check-ins
- with the children


- Lunchtime staff

- Learning walks around
- all classrooms

The noticeboard is blue and features a central sign asking 'Who is here to help us at lunchtime?'. Below the sign are several small photographs of staff members, each with their name written underneath. One name is clearly visible as 'MULGA and Shakra ROSA'. The board also has some other papers and notices pinned to it.


© Together Transforming Behaviour 2024. All Rights Reserved

 **MODULE 3:**
Behaviour Policy: A Journey of Culture Change 




Watch your language!


© Together Transforming Behaviour 2024. All Rights Reserved




MODULE 3:
Behaviour Policy: A Journey of Culture Change




Language that de-escalates Language that inflames






10mins

© Together Transforming Behaviour 2024. All Rights Reserved



Together
Transforming
Behaviour


MODULE 3:
Behaviour Policy: A Journey of Culture Change



The ACADEMY
for BEHAVIOUR
LEADERSHIP

Vision

What would your school leadership team say?



© Together Transforming Behaviour 2024. All Rights Reserved

Together Transforming Behaviour

MODULE 4:
Behaviour Policy: A Journey of Culture Change

The ACADEMY for BEHAVIOUR LEADERSHIP

3 Types of No



I Won't

I Can't


I'm Not Allowed


Education Endowment Foundation

© Together Transforming Behaviour 2024. All Rights Reserved


 **MODULE 3:**
Behaviour Policy: A Journey of Culture Change 

I can't I won't I'm not allowed



 Breakout Room
10mins

 Jamboard


© Together Transforming Behaviour 2024. All Rights Reserved



MODULE 3:
Behaviour Policy: A Journey of Culture Change





- Rules, sanctions and rewards clear in all areas
- Lanyards
- Senior Team in the playground and dining hall
- Senior Team in corridors and classrooms
- Open discussions




Department
for Education

© Together Transforming Behaviour 2023. All Rights Reserved



 **MODULE 3:**
Behaviour Policy: A Journey of Culture Change 

Visibility-ometer





0 1 2 3 4 5 6 7 8 9 10

Where is your headteacher/Senior Leadership Team?




© Together Transforming Behaviour 2024. All Rights Reserved

 **MODULE 3:**
Behaviour Policy: A Journey of Culture Change 

How do we keep behavior at the top of the tray?

- Weekly behaviour nuggets in staff meetings
- Lanyards
- Assemblies
- Visibility
- Regularly checking in with stakeholders




© Together Transforming Behaviour 2024. All Rights Reserved

MODULE 3:
Behaviour Policy: A Journey of Culture Change


- 88% of teachers said their children follow the Golden Rules most of the time.
- 93% of teachers said that they can ask SLT for support with behaviour.
- 93% of parents said the children behave well.

© Together Transforming Behaviour 2024. All Rights Reserved



**Together
Transforming
Behaviour**


**MODULE 3:
Behaviour Policy: A Journey of Culture Change**



**The ACADEMY
for BEHAVIOUR
LEADERSHIP**

What three actions will you take back to school?
It may be helpful to think about

- What you would like to change
- How to get ‘buy-in’



**TAKE
AWAY**


© Together Transforming Behaviour 2024. All Rights Reserved

Together Transforming Behaviour


MODULE 3:
Behaviour Policy: A Journey of Culture Change

The ACADEMY for BEHAVIOUR LEADERSHIP

© Together Transforming Behaviour 2024. All Rights Reserved



Working with Teachers & Parents
to Transform Children's Behaviour



The ACADEMY
for BEHAVIOUR
LEADERSHIP

Training Behaviour Leaders to
Transform Behaviour Culture

**Who's next?
Wednesday 22nd May**

***Module 4:
Understanding the WHAT and
the WHY of Behaviour***

Presented by: Tracey Campbell
