


RESPECT Managing Behaviour

Giving everyone the opportunity to succeed 

outside of lessons

The Teacher Standards state that teachers should “take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school’s behaviour policy.”

All staff have a responsibility for addressing behaviour that falls below the ‘*Toynbee Expectations*’. The table below indicates the action and follow up required by staff.

	Pupil Action	Lead Staff Member	Behaviour Management Techniques	Staff Follow up
Step 1	Pupil defiance	Duty Staff	<ul style="list-style-type: none"> - Consistency across all staff - Non confrontational approach by staff - Positive framing of expectations 	<ul style="list-style-type: none"> - Duty staff to email Pupil Response with account of incident - GM to log on Arbor & CPOMS - GM to lead restorative meeting with pupil and member of staff
Step 2	Persistent defiance emailed by staff	Guidance Manager	<ul style="list-style-type: none"> - Consistency across all staff - Non confrontational approach by staff - Positive framing of expectations - Ensure solution focused 	<ul style="list-style-type: none"> - Duty staff to email Pupil Response with account of incident - GM to log on Arbor & CPOMS - GM to lead restorative meeting with pupil and member of staff - Pastoral Detention led by GM
Step 3	Ongoing persistent refusal or serious incident	Guidance Manager & Progress Director	<ul style="list-style-type: none"> - Deescalate incident - Obtain accounts from all involved - Check wider context - Manage restorative conversations - Ensure solution focused outcome 	<ul style="list-style-type: none"> - Duty staff to email Pupil Response or call 8888 with account of incident - GM to log on Arbor & CPOMS - GM to lead restorative meeting - Senior Leader Detention - Inclusion - Individual Behaviour Plan - External Agency involvement
Step 4	Extremely serious or unresolved issue	SLT	<ul style="list-style-type: none"> - Deescalate incident / issue - Ensure secure evidence base - Obtain further external guidance 	<ul style="list-style-type: none"> - Duty staff to email Pupil Response or call 8888 immediately - Suspension - Direct off site for Behaviour - Alternative Provision & Permanent Exclusion