



Willoughby Behaviour Flow Chart

Be Safe, Be Ready and Be Kind

Behaviour Communication
 Assess – Does it impact the learning of others? Is it difficult or dangerous?
Always Unconditional Positive Regard

No

Yes

Willoughby Graduated Approach

- ✓ Use shared language:

Be safe, be ready and be kind.

- ✓ Focus on what pupil needs to do.
- ✓ Only use positive phrasing.
- ✓ Use pupil's name to gain attention.
- ✓ Label the emotion.
- ✓ Use distraction, humour, and reassurance.
- ✓ Reduce language and use open body language.
- ✓ Introduce a limited choice.
- ✓ Disempower the behaviour: **Model what needs to happen.**
- ✓ De-escalation script and safe place.
- ✓ Restore and repair.
- ✓ Implement natural consequence.

Think function: Medical / Sensory / Avoidance / Connection seeking

Respond accordingly through the graduated approach.

- Always focus on what the pupil needs to be doing.
- Use first / next visual and language.
- Shift attention by praising pupils that are demonstrating the expectation.
- Disempower if possible.

Is it a response to a known trigger?
 Apply stages of crisis cycle.

No

Yes

Yes

Crisis cycle stage 1
 Follow Willoughby graduated approach.

Crisis cycle stage 2.
 Follow Behaviour Management Plan (BMP).
 Think graduated approach starting with what our pupil needs to be doing.

Crisis cycle stage 3.
 Ensure everyone is safe.
 Use de-escalation script.
 Notify SLT.

SLT (LM) to support debrief. Review of BMP and assess if risk assessment necessary.

Follow up: Ensure sufficient recovery time. Ensure restorative process is completed shaped by Zones of Regulation.
 Notify parents / Record on Scholarpack / If it is a new or risky behaviour record on My Concern. All physical intervention to be recorded on Positive Handling Form and uploaded to My Concern.