



How to achieve our Pivotal Awards

Pivotal Plaque

To be awarded the Pivotal Behaviour Plaque for recognition of effective behaviour management within the school or college, you will need to have embraced some of the Pivotal Pillars for Behaviour. These are:

1. **Calm, Consistent Adults** - All adults managing their own emotional state and responses to behaviour in a calm and controlled way
2. **First attention for best conduct** - Making learners feel important for the right reasons and placing first attention to the behaviours you want to see more of and dealing with the behaviours you don't want to see in a private and discreet way
3. **Relentless Routines** - Establishing clear, simple routines that entrench positive behaviour patterns into the day to day running of the school or college. "This is how we do it here"
4. **Scripted Intervention** - The use of careful, planned and structured responses to negative behaviour choices with negative emotion stripped out and clear and defined structure that encourages learners to remain dignified and incontrol of making better choices about their behaviour
5. **Restorative Approaches** - The emphasis is placed firmly upon finding solutions and not punitive sanctions. Restorative conversations that are designed to improve relationships and support behavioural issues where learners can be empowered to establish resolution and reparation.

You will have begun to make significant changes in the culture and ethos towards behaviour management and have a clear plan or vision for how improved consistency amongst all adults working in the organisation will be achieved. You will be able to provide evidence of the positive impact Pivotal Approaches are having upon behaviour from not only the learners but the adults also.

Bronze Award

To achieve the bronze standard of Pivotal Behaviour Award, you will have started to embed at least 3 of the Pivotal Pillars in the daily practice of your organisation. Greater consistency will be noticeable and learners and staff will have been commenting on the differences they are noticing in the school or college. You will have been collecting relevant data to assess the impact of the Pivotal Approach and you will be able to provide a collection of this data as evidence.

Silver Award

To achieve the Silver Award for Behaviour you will have demonstrated that you have run the first 4 units of training and evidenced the impact and improvements you have made in your school or college. All 5 pillars of practice are now embedded in the culture of how behaviour is managed and you can provide evidence of the positive impact it is having – You will have evolved your behaviour policy to reflect the need to transform the culture in a sustainable way and your policy will also now reflect the Pivotal Pillars.

Gold Award

To be awarded the Gold Award for Behaviour recognition, your Behaviour Policy reflecting the Pivotal Pillars will have been firmly in place and it will include an A4 summary that serves as a daily reminder or “This is how we do things here”- You will have established planned support for the 5% and are able to demonstrate it is showing successful outcomes. You will have been able to document and evidence clear improvements in pupil behaviour supported by at least 3 different areas of focus (reduction in detentions, reduced shouting, improved attendance, on-call reductions) This will be part of your ongoing data analysis. You will have made steps to integrate the mental health unit in your organisational practice and the culture of your school or college is fully embracing of the Pivotal Approaches. Staff and students are immersed in a positive culture of behaviour management where the focus is upon allowing problem solving to reside and learners and all adults are managing their own behaviour effectively.