



Calm, Consistent, Adult Behaviour⁸

Those who work in FE have a duty to role model the behaviour they would like to see to show what they expect from learners.

Managing one's own behaviour is the first step towards demonstrating the values important to your organisation. Remaining calm in the face of unwanted behaviour and refusing to take part in power play is paramount in demonstrating your commitment to supporting your organisation's ethos.

Establishing, agreeing and committing to the important consistencies in your organisation or class create certainty for all.

⁸ <https://pivotaleducation.com/classroom-behaviour-management/resource-bank/pillar-1-consistent-calm-adult-behaviour/>

Consistency in practice

Some approaches to consider:

- Consistent **language**, consistent response: Referring to the agreement made between staff and learners, simple and clear expectations reflected in all conversations about behaviour.
- Consistent **follow up**: ensuring 'certainty' at the classroom and senior management level, never passing problems up the line, teachers taking responsibility for behaviour interventions, seeking support but never delegating.
- Consistent **positive reinforcement**: routine procedures for reinforcing, encouraging and celebrating appropriate behaviour.
- Consistent **consequences**: defined, agreed and applied at the classroom level as well as established structures for more serious behaviours.
- Consistent, simple **rules/agreements/expectations**: referencing and promoting appropriate behaviour, icons, symbols and visual cues, interesting and creative signage.
- Consistent **respect from the professionals** - even in the face of disrespectful learners!
- Consistent **models of emotional control**: emotional restraint that is modelled and not just taught, teachers as role models for learning, teachers learning alongside learners.
- Consistently reinforced **rituals and routines for behaviour around the site** -in classrooms, in common areas, at reception.
- Consistent **environment**: Displaying the quality of a good organisation, consistent visual messages and echoes of core values, positive images of learners rather than marketing slogans.