

# Nurture Principle 5: Beyond Behaviour

"Punishment & reward proceed from basically the same psychological model, one that conceives of motivation as nothing more than the manipulation of behaviour" - Alfie Kohn



- Public reprimands and names on a board reinforce negative self-beliefs and perpetuate toxic shame.
- Isolation and exclusion send the message that connections are contingent on what they do for us.
- Rewards stifle creativity, intrinsic motivation, and peer relationships. Tasks become a means to an end.
- Attendance awards overlook or penalise young people for being anxious, ill or coping with chronic stress.

"Simplistic explanations which imply that a behaviour is deliberate will quite often lead to punitive consequences"  
- Professor Andrew McDonnell

## What if we looked beneath the waves?



Safety	Trust	Hunger
Stress		Fatigue
Trauma	Masking	Control
Communication		Self-Worth

"Visible consistency with visible kindness allows exceptional behaviour to flourish" - Paul Dix

- Co-produce values and rules.
- Maintain clear structure & expectations.
- Provide choice & autonomy.
- Schedule time for play & flow.
- Accommodate communication & sensory needs.
- Notice effort rather than outcome.
- Recognise success rather than naming and shaming.
- Replace isolation booths with safe spaces.
- Reconfigure time out as "time in" with trusted adults.
- Be mindful that behaviour can be misinterpreted. Not all behaviour is purposeful or intentional communication.



## Relational and Restorative Practice makes the difference



- Warm & welcoming meet-and-greets.
- Showing an interest in their interests.
- Helping them to feel kept in mind.
- Staying calm when setting limits.
- Listening to their perspective first.
- Accepting & empathising.
- Reflecting on impacts & modelling repair.