



Springwell
Lincolnshire

Behaviour Policy

Updated May 2017

Introduction

This policy takes account of:

- a) legislation enacted by the Education Act 2011 which reinforces, supersedes and replaces previous guidance, particularly in relation to:
 - Education and Inspections Act 2006, Section 93;
 - Education Act 2002;
 - Equality Act 2010.

Refer to Department of Education guidance November 2011 "Behaviour and discipline in Schools – a guide for head teachers and school staff" for an overview of the powers and duties for school staff.

- b) The underpinning values and ethos which are most appropriate for children and young people placed within Springwell Lincolnshire, as outlined below:

Underpinning values and ethos

At Springwell Lincolnshire we aim to meet the complex needs of our pupils through:

- the provision of a predictable and safe environment, explicitly founded on nurture and attachment principles, that promotes security through consistent routines, clear boundaries;
- An unrelenting focus on celebrating, promoting and positively reinforcing good behaviour.
- the application of an **Unconditional Positive Regard** for all pupils, acknowledging and addressing any inappropriate behaviours which may arise;
- The provision of an appropriate learning curriculum with carefully-planned learning opportunities including the development of social, emotional aspects of learning.

It is through this pupil-centred and inclusive approach that pupils will learn to understand, manage and improve their own behaviour, and to build positive relationships with adults and other pupils.

Consequently, all pupils at Springwell Lincolnshire have the right to:

- Recognition of their unique identity and individual consideration of their needs;
- Be treated with respect and dignity and feel valued members of the learning community;
- Learn and work in a safe environment;
- Be protected from harm, violence, assault and acts of verbal abuse.

Furthermore, Springwell Lincolnshire strives to ensure that:

- Parents, carers, staff and pupils are highly positive about behaviour and safety;
- Pupils make an exceptional contribution to a safe, calm, orderly and positive learning environment;
- Pupils show very high levels of engagement, respect, courtesy, collaboration and cooperation in and out of lessons;
- Pupils have excellent, enthusiastic attitudes to learning;
- Pupils are adept at managing their own behaviour, supported by systematic, consistently applied behaviour management approaches;
- Instances of all types of bullying are extremely rare, and that pupils are acutely aware of different forms of bullying and actively try to prevent it from occurring;
- All pupils feel safe at school at all times. They understand very clearly what constitutes unsafe situations and are highly aware of how to keep themselves and others safe.

Rules and routines

- Rules are more effective when they are positively framed and used to reinforce and develop desired behaviours;
- Teachers will be responsible for developing class rules in conjunction with their pupils, making it clear to pupils what is expected in their learning environment, these will be directed by the Springwell Lincolnshire Obsessions;
- Positive behaviour will be encouraged by staff and pupils modelling appropriate behaviour;
- The provision of a safe and predictable learning environment is paramount and all staff are expected to provide clear and regular routines that support the implementation of rules and ensure Maslow's Hierarchy of Needs are met;
- Pupils need to be familiar with the expectations of staff over their behaviour. Therefore consistency and the regular maintenance of high standards is highly important;
- Routines are expected to be in place for pupils on arrival at school and throughout the entire day - including lunch – until they leave the premises.

All pupils need to be aware of the rules and routines and the consequences of meeting or transgressing rules and expected standards of behaviour:

Springwell Lincolnshire Obsessions

At Springwell Lincolnshire we are obsessed about the pupils achieving academically and socially and we want our young people to be also. As a result Springwell Lincolnshire Obsessions (appendix 1) are displayed throughout all our centres, these are positive behaviours and attitudes the staff encourage all pupils to strive consistently to display. The Obsessions are encouraged through positive reward and any negative behaviour is addressed through positive



A table titled 'Springwell Lincolnshire Obsessions' with a blue header and footer. The table is divided into three columns: 'Student obsessions', 'Rewarding positive behaviour', and 'Staff response to address negative behaviour'. The table is decorated with blue hand icons in the corners.

Student obsessions	Rewarding positive behaviour	Staff response to address negative behaviour
Use appropriate language	Every hour the young person meets this obsession reward them with a positive point for through the centre's rewards policy!	"Please use appropriate language, thank you" (Please recognise the young person may be in crisis but encourage the use of appropriate language!)
Respect staff and peers		"Please be respectful of staff/students, it is important we respect everyone's views and opinions, thank you"
Give it a go!		"It would be amazing if you could give your learning a go, I am here to support you"

conversations.

Choice and consequence: rewarding positive behaviour

- Behaviour that leads to rewarding consequences are more likely to be repeated;
- All staff are actively involved in consistently rewarding positive behaviour;
- Positive achievements and successes both in and out of school are celebrated and shared with parents and peers;
- The types of rewards used across the school are varied and reflect the individual nature of class groups and pupils.

Informal rewards include:

- Smiles/positive eye contact/gestures;
- Targeted praise statements to the pupil or groups of pupils;
- Peer group praise, both spontaneous and planned;
- Direct positive praise home to parents;
- Additional responsibilities;
- Sharing good work and behaviour with peers/adults/senior staff;
- Written comment on work/in books;
- Displaying good work;
- Work towards an activity chosen by the pupil;
- Recognition and celebration of learning and behaviour in assembly;
- Positive praise postcards.

Formal rewards are targeted and individualised according to age and need, and celebrated with the peers and the whole school as appropriate e.g. certificate presentations in assemblies for progress in particular social skills.

A focus on restorative approaches to addressing and changing behaviour

At Springwell Lincolnshire, staff intervention over the correction of behaviour is clearly based on pupils' emotional age, the nature of their disability and circumstances. Equally, staff working within the Alternative Academy need to take into account the pupils' emotional age and learning need. Subsequently, any "Consequences" to address unwanted behaviours are designed as restorative learning opportunities, in which the impact of the behaviour can be highlighted and addressed to ensure a positive outcome and a reduction in the recurrence of those behaviours over time.

The types of consequences used across the learning community reflect the individual nature of class groups and pupils. Informal consequences may include:

- Use of planned ignoring, where possible;
- Facial expression of disapproval;
- Verbal warnings and reprimands;
- Loss of privileges or rewards;
- Restorative conversations and discussions;
- Temporary withdrawal from the learning environment (see "*Use of Quiet Rooms*" policy);
- Pupils remove themselves from a situation which causes anxiety or distress to a location where they can be supported, continually observed until they are ready to resume their usual activities. This "time out" could be time in a quiet area of the classroom or Key Stage, the playground, around the school site, or in the designated "Quiet Room" (see "*Use of Quiet Rooms*" policy).

Formal consequences are implemented following due consideration of any incident and the pupil's age and needs:

- Detention: following consultation with parents/carers, pupils may be detained for up to a period of 30 minutes after school;
- Restorative Twilights: following consultation with parents/carers, pupils may be brought back to school after normal school hours for an agreed period of time at a later date;
- Exclusion: following consultation with parents/carers, pupils may be excluded from school for more serious or persistent incidents of unwanted behaviour (*refer to “Exclusion procedures - LCC” policy*).

The Care Team

The Care Team are based in each of the Springwell Lincolnshire sites and have specific responsibility for the care of pupils who are struggling to access learning. The Head of Centre directs the team to support staff both in and out of the classroom with specialist behaviour management.

The Care Team have clear aims:

- To support staff in dealing with those pupils that are struggling to access learning;
- To care for the needs of pupils who are unable to access learning;
- To use specialist techniques of de-escalation, deflection and reparation in order to reduce the loss of learning time to a minimum;
- To provide authentic care for all pupils based on unconditional positive regard taking into account individual pupil needs, disabilities and vulnerabilities;
- To provide specialist advice and guidance for staff on all aspects of behaviour management including positive handling;
- To keep clear and accurate data records on incidents that can be used to inform intervention and behaviour planning;
- To develop individual behaviour plans in conjunction with staff, pupils and parents.

Staff Support systems

Within the Springwell Lincolnshire we strive to create a safe learning environment and promote positive behaviours and minimise the risk of incidents that may require consequences.

The use of Team Teach techniques is our method for reducing the risks presented by challenging behaviours – all staff are trained in skills to support them diffuse and de-escalate potentially challenging situations and promote positive alternatives.

In exceptional circumstances, staff may need to take action where the use of reasonable and proportional force using Team Teach handling techniques may be required.

To this end, all staff clearly understand their responsibilities in the context of their duty of care in taking appropriate approaches to promoting and celebrating positive behaviour. Staff are supported in doing so through on-going CPD that promotes UPR and nurture principles, and provides them with appropriate strategies and techniques to more effectively manage unwanted behaviours should they arise.

For de-escalation and diffusion strategies and procedures using the Team Teach approach, refer to the “Use of Force...”/” Use of Quiet Rooms” policies.

At Springwell Lincolnshire, staff share and discuss in a professional, positive, supportive and developmental atmosphere e.g. through directed meetings:

- when a pupil’s behaviour is difficult it is a problem to be shared;

- all interventions focusing on trying to change the behaviour and/or teaching the pupil;
- alternative ways of behaving or responding to a situation;
- support in analysing behaviour and in producing, implementing and reviewing Positive Handling Plans;
- systems for getting help quickly from outside the classroom e.g. SLT and/or Care Team support;

If a member of staff has had a particularly difficult day with a group or an individual pupil they are encouraged to reflect this within their teams and there is an opportunity to talk through the experience with a member of SLT or members of the Care Team. There are also further opportunities to support staff dealing with pressure and stress through:

- opportunities for staff social occasions;
- tea and coffee provided free of charge for all staff;
- Weekly opportunity for voluntary supervision from a school therapist;
- as part of the well-being approach, all staff leave school at 3pm on Fridays;
- further training opportunities identified through school development planning and individual needs analysis e.g. behaviour management, assertiveness training, restraint training/updates.

Incidents where malicious accusations against school staff have been made will be investigated and appropriate action taken.

Support systems for parents

In addition to involving our parents at all stages in their child's education and in particular gaining their support for effective positive behaviour teaching and learning, parents may also benefit from the opportunities listed below:

- Parenting Support Programmes and other voluntary parenting skills courses;
- Family Learning Days;
- Parent Support Group.

If a pupil or parent feels that the measures in the behaviour policy are unfair or have been unfairly applied, then they can lodge a complaint through the school's complaint procedure. (*Refer to school complaints procedure*).

Support systems for pupils

In addition to regular teaching and learning about positive behaviour and regular attendance underpinned by a nurture approach, the school provides the following support to pupils:

- Use of CAF process;
- liaison with parents/carers, previous schools, outside agencies and services;
- regular pastoral reviews to identify pupils most at risk, included as part of any regular academic progress reviews;
- the delivery of an exciting and innovative curriculum underpinned by SEAL approaches;
- regular contact with parents to inform them of progress being made by their child and with regard to the celebration of achievement and behavioural achievements;
- contact with parents on the first day of any unexplained absence and discussion between the pupil and staff responsible for their registration;
- contact with parents in the early stages of an issue, rather than when a learner may be close to exclusion, or following bereavement, parental divorce, or separation;
- referrals for specialist advice from agencies linked to the school via the Parent Support Advisor;
- Engagement/Care Team support;
- peer support and buddy schemes;

- parents/carers consultations and family sessions;
- Access to therapeutic intervention;
- Where appropriate, a Key worker is allocated to assist with the behaviour management of identified pupils.

Monitoring and evaluation

Within Springwell Lincolnshire behavior data is gathered consistently and analysed to inform trends and strategic development:

- Incident and behaviour data from the Care Team;
- Data from exclusions;
- Weekly Key Stage pastoral meetings to monitor and plan further invention;
- Weekly safeguarding and attendance meetings;
- Weekly pupil progress meeting with individual teachers.