



Engage MAT Behaviour and Attitudes Policy

Date of ratification: September 2019.

Date of review: September 2021.

Contents

Vision and Mission statements	Page 3
Overview – Our beliefs and Code of Conduct	Page 4
Our expectations - Promoting Positive Behaviour	Page 5
Success	
Progress	Page 6
Choices	Page 7
Support	
Role of parents/ carers	Page 8
Role of staff	Page 8
Additional support	Page 9
Reflection	Page 10
Supporting children and young people through physical containment	Page 10
Incidents	
Reporting and Recording Incidents	Page 11
Absconson	Pages 12 and 13
Procedures in relation to banned items: Confiscation, searching and screening, smoking and damage	Pages 14 and 15
Exclusion and supporting ongoing concerns	Pages 16 and 17
Partner agency involvement and support including Safer Schools Partnership	Page 18 and 19
Appendix	Page 20

Vision

The Engage Trust believes:

- That all children and young people have the right to be healthy, happy and safe, to be loved and respected and to have high aspirations for their future
- That children and young people who exhibit vulnerable or challenging behaviour should be appropriately supported to make educational progress in line with their peers or their own trajectory of success
- That successful progress for our most vulnerable and challenging learners benefits the young people themselves foremost, but also their schools, communities, families and ultimately our society and economy.

Mission

The Engage Trusts mission is to Engage, Educate and Empower

The Engage Trust exists to provide high quality education and ensure progress for all our children and young people by developing a high-quality network of alternative provision / specialist academies and services. We believe that circumstances don't limit a pupil's opportunities or achievements

This policy should be read and reviewed in conjunction with our other Engage Trust policies, including our Safeguarding ,Anti-bullying and SEND policies to ensure the consistent support of our children and young people and their families and in acknowledgement of our legal duties as stated in the Equality Act of 2010.

Our Schools provide a welcoming, caring environment where children and young people are supported and encouraged to learn through personally tailoring curriculum opportunities and approaches to meet individual needs.

Supporting our children and young people in taking responsibility for good behaviour and ensuring the inclusion of each individual is the duty of every member of our school communities.

In our schools we provide a system of rewards for good or improving behaviour and pathways for reflection, reparation and restoration where behaviour does not reach the expected standard and impacts on the safety and wellbeing of others. These are supported and applied consistently and fairly across all of our schools.

Any updates or reviews of this policy will be made available to the whole School Community via our website.

Individual student progress in all areas of their school lives is closely monitored and supported; parents/ carers are informed regularly of progress, achievement and any concerns.

The children and young people referred to our schools, often arrive with a history of poor engagement in educational settings. Our staff support all, in overcoming barriers to active and successful participation in ongoing educational opportunities, through tailored programmes.

Code of conduct

In our Schools we believe:

- **Everyone should feel safe and secure**
- **Everyone should feel cared for and valued**
- **Everyone has a responsibility in creating and sustaining a positive environment**
- **Everyone is equal regardless of race, colour, gender or religion**

Each day we expect:

- **All children and young people to attend wearing the correct uniform**
- **Our school buildings and school property to be treated with respect**
- **Children and young people to behave in a way that does not cause harm to others**
- **Children and young people to act in a way that does not bring the school into disrepute**

Promoting positive behaviour:

- **Every pupil is treated as an individual** – We get to know our children and young people well, there is a high level of adult pupil ratio and every pupil has a key worker whom acts as a link between home and school. Every member of staff within each school is aware of each pupil's Individual Learning and Risk Management Plans.
- **We listen to each other and work as a team** – Each morning we begin the day with a morning briefing to share information and acknowledge positive observations from the day before. Pupils voice is given a high regard.
- **We offer unconditional positive regard** – To every member of our community, we acknowledge and accept that mistakes can be made but we separate the behaviour from the pupil and support the pupil consistently without prejudice or judgement.
- **We provide opportunities to do differently** – We provide a stable environment in which a secure base can be formed. We offer individualised packages and high levels of pastoral support to overcome barriers to engagement.

In our schools:

Teaching and support staff are responsible for setting the tone and context for positive behaviour within the classroom.

They will:

- Create and maintain a stimulating environment that encourages pupils to be engaged
- Display classroom rules and expectations and support pupils within these
- Develop positive relationships with all pupils including:
 - Greeting pupils in the morning/at the start of lessons
 - Establishing clear routines
 - Communicating expectations of behaviour in ways other than verbally
 - Highlighting, promoting and naming good behaviours every lesson
 - Concluding the day positively and starting the next day afresh
 - Having a plan for dealing with low-level disruption
 - Using positive reinforcement and consistent responses to pro-social behaviours.

Whenever we can we name and acknowledge success:

Progress

Many of our children and young people have experienced school in a negative manner, continually struggling to understand the expectations put upon them within a mainstream environment. The children and young people we support have often experienced a number of exclusions and perhaps permanent exclusion. Therefore, our children and young people commonly arrive to us with a negative view of learning, multiple gaps within their previous education and fear of ongoing rejection and failure. Part of our role is to introduce difference to our children and young people, a positive experience of learning and an environment which supports successful access to the classroom.

Our lessons are tailored to meet the learning needs and styles of all learners. We offer clear and consistent routines to promote a sense of safety and security in the classroom and promote attainment. The progress of our children and young people is not only assessed through educational outcomes but also through a variety of additional assessments focused on social and emotional aspects of their lives.

Choices

Our children and young people often arrive at School Schools resentful of authority, dysregulated and have a history of poor engagement in educational settings. Through consistent care and unconditional positive regard, we support children and young

people with a range of positive alternatives to undesirable behaviour. Our staff continually model positive regard, providing experiences of trusting relationships, consistency and care to support children and young people in developing internal self-regulation. Within the contained environment of our schools we allow children and young people the freedom and responsibility to manage their own behaviour and actively make their own choices with clear understanding of outcomes.

Good choices are rewarded in a range of different ways including:

- A smile
- Verbal acknowledgement of success
- A positive telephone call home
- A postcard sent home
- An entry into a weekly prize draw
- Display on weekly 'Hall of Fame' board
- Reward and recognition time
- Reward trips

Role of Parents/Carers within our Schools

Our schools offer an educational environment in which children and young people can learn and experience difference, promoting successful outcomes and achievement in all areas of their lives. This cannot be achieved without the support of their parents/carers. We believe that parents /carers have a fundamental role to play in helping their children to learn and progress within our school.

Parents/carers are contacted on a regular basis and form a vital link with school through their pupil's allocated key worker. We are committed to ensuring supportive working relationships with all of our parents/ carers.

We expect our parents/ carers to:

- Support their child in adhering to our school code of conduct
- Communicate to the school of any changes in circumstances that may affect their child's wellbeing
- Discuss any behavioural concerns with the school promptly
- To take an active part in their child's placement with us. To attend all meetings and respond promptly to any requests for information or support.
- To actively support the ethos of our school directly with their child.

Our staff are responsible for:

- Implementing the behaviour policy consistently
- Modelling positive behaviour
- Providing a personalised approach to the specific behavioural needs of particular pupils

- Recording behaviour incidents The senior leadership team will support staff in responding to behaviour incidents.

Our staff support good choices:

As part of our management of children and young people at differing levels of escalation we remind them of the consequences of their behaviours, providing a range of positive alternatives and support to be able to identify their underlying needs and subsequent behaviours.

When additional support is required:

- **We listen** – we offer an alternative space outside of the area for a pupil to receive support, to acknowledge and discuss difficulties and to discuss return to classroom or activity.
- **We notice** – we name good choices and encourage via positive re-enforcement
- **We separate** - the pupil from the behaviour
- **We provide consistency** – we provide safety and security in the inevitability of our approaches and the openness of our responses

Consequences:

In our schools we do not punish or blame our children and young people, however as part of creating a safe base for all in our schools, where behaviour causes harm, damage or disruption, we support our children with a range of protective and/ or educational consequences. These may include:

- Reflective conversations to explore understanding of harm and impact on others
- Expecting work to be completed at home, at break or lunchtime or after normal school hours
- Removal from social spaces and/ or from others to protect from harm, including verbal, emotional, sexual or physical harm.
- Letters or phone calls home to parents/ carers
- Agreeing a behaviour contract
- Supporting ownership of behaviours through home – school liaison books
- Reflect, repair and restore opportunities
- Educational opportunities directly related to the incident, supported where appropriate by our Safer Schools colleagues
- Use of reflective areas and ‘small garden’ approaches

Reflection:

To support opportunities for children and young people to reflect on unacceptable behaviour, there is a space in each centre, referred to as the Reflection area. This is a space where a pupil may be withdrawn for a set period of time, with a named adult

to reflect upon the actions that led up to any incident and to consider with support, their feelings and actions at this time. With the support of their named adult, children and young people are then encouraged to consider different pathways and associated outcomes to return successfully to the classroom.

Reflection areas may also be used in cases of unresolved uniform issues, where a pupil arrives at school and does not meet the uniform/ footwear requirements, or where a facial piercing/ extreme hairstyle is in place. A pupil will be supported within reflection until the matter is resolved at the discretion of the Senior Leader or until the end of the school day.

Where assigned work is not completed within these areas, children and young people will be provided with timetabled opportunities to catch-up. Where work continually fails to be completed this will be provided to pupil's parents/ carers to support their children in completing as part of homework.

Supporting children and young people through physical containment

Our schools provide a unique environment where the needs of children and young people are met, dependant on their own personal circumstance, or needs at any one time; this can take the form of physical support and containment. At times of heightened anxiety or distress, children and young people are supported by adults trained in the 'Steps' approach, a de-escalation, positive and restrictive physical intervention programme. Appropriate action, as is deemed by staff, to be reasonable, proportionate and necessary, is taken to support the safety of others and/ or the possibility of significant damage. Physical containment is always taken in the best interests of the parties involved.

'All school staff members have a legal power to use reasonable force to prevent children and young people committing a criminal offence, injuring themselves or others or damaging property, and to maintain good order and discipline; (DCSF – The use of Force to Control or Restrain Children and young people – 2010).

Recording and Reporting Incidents

Where restrictive physical intervention has been necessary the incident is recorded on an incident form by the staff involved, as soon as possible after an incident, prior to staff going off duty (within 24hrs). This is then signed and approved by a senior member of staff. Incidents involving Restrictive Physical Intervention (RPI) will be reported to main carer/parent.

Abscension

Due to the vulnerable nature of our pupils, they, at times, have great difficulty in recognising the dangers associated with the wider world. As an organisation we regularly review our practise and safe guarding procedures to ensure pupil safety. As such any pupil whom chooses to leave our facilities during the school day will be supported by the procedures outlined in this policy.

Person with Responsibility:

It is the responsibility of all members of staff to report a child/ young person who is absent from their care.

In order to ensure no time is lost in initiating the procedures, the absconson should be reported to the on-site Designated Safeguarding Leader immediately.

Procedure for Absconson from school premises

1. A search of the immediate area or places the pupil is likely to have hidden should start immediately and a note should be made of the exact time the pupil was reported missing.
2. If a pupil is seen leaving site, they should where at all possible be observed and supported in returning to site. Where it is stated within a pupils Risk Reduction Plan that this is not appropriate, i.e. will result in further escalation or increased risk, the on-site Designated Safeguarding Leader will be informed via school mobile phone.
3. If a pupil cannot be seen or goes out of sight for more than 10 minutes: the on-site Designated Safeguarding Leader will be informed and parents/ carers contacted.
4. If after 10 minutes the pupil is not found, the absconson is officially reported to the police on **999** who will take responsibility for co-ordinating further action.
5. Parents/ carers will be informed of developments and of the police involvement.
6. A note of where the pupil was last seen, what they were wearing, specific medical needs and care arrangements will be provided to the police.

Procedure for Absconson while on an educational visit

1. A search of the immediate area or places the pupil is likely to have hidden will start immediately and a note will be made of the time the pupil was reported missing.
2. The School will be contacted and Designated Safeguarding Lead, EVC Co-ordinator and Head teacher informed.
3. Parents/ carers will be informed.
4. If after 10 minutes an individual is not found, the absconson is officially reported to the police on **999** who will take responsibility for co-ordinating further action.
5. Parents/ carers will be informed of developments and of the police involvement.
6. A note of where the pupil was last seen, what they were wearing, specific medical needs and care arrangements will be given to the police.

Banned Items

Confiscation

Where a student is in possession of banned items, items which disrupt the day to day running of the school or items which are deemed to be inappropriate, these will be

confiscated and returned at the end of the school day. These will not be returned prior to this time, except on collection by parent/ carer. Items which are either age inappropriate or items of concern will only be returned to parent/ carer.

Banned Items include:

- Mobile phones
- Electronic devices
- Camera or recording equipment
- Age inappropriate material
- High Energy drinks
- Any illegal substance, alcohol or smoking associated items

Searching and screening children and young people

If staff feel this to be necessary, they can instruct children and young people to turn out their pockets or their bags. Children and young people and their possessions can be searched where the pupil consents. A head teacher/ Senior Leader can also authorise a search of a pupil or their possessions (including bags and lockers) without their consent, for weapons, alcohol, controlled drugs and stolen property.

This may also be done in the attendance of parents/ carers and ultimately by the Police should it be deemed necessary by the head teacher/ Senior Leader.

Smoking/ Vaping

Smoking/Vaping is prohibited on site to all school attendees. In the case of a child or young person being in possession of smoking/vaping materials the above section in relation to confiscation will apply. In addition to this:

If a child or young person is seen with a lit cigarette/ vape in their possession, or seen within a group of others seen smoking/vaping any of the following will apply:

- Removal of smoking/ vaping items
- Removal of social time
- Report placed on individuals file
- Referral made to school nurse
- Parents/ carers to be requested to attend site
- Repeated incidents referral to enforcement officer, meeting with school, police and parents/ carers and penalties and fines for the smoke-free offences set out in Health Act 2006; a fixed penalty notice of £50 (discounted to £30 if paid within 15 days from the issue of a notice) or a fine by a court not exceeding level 1 on the standard scale (up to £200). These fines may be subject to change.
- Referral to Youth Offending Team
- Exclusion

Damage

Where wilful, criminal damage is caused this will be recorded on pupil files and an appropriate protective or educational consequence given.

Opportunities, where possible will be provided for children and young people to work with parents/ carers to put right any damage to reduce/ avoid costs.

Where this is not possible/ appropriate, parents/ carers will be charged for damage caused. Associated letters and invoices will be provided to parents/ carers for payment.

Any ongoing or significant incidents of damage will be reported to the Police.

Exclusion

The decision to exclude any pupil within School is taken as a last resort and in relation to maintaining the safety and wellbeing of everyone within School. As a school we have a duty to ensure the safety of individuals and the right of everyone to be able to learn.

There is no formula for deciding if, or for how long, an exclusion may need to take place. Each case will be judged on an individual basis considering:

- the seriousness of the incident
- the pupil's current behaviour pattern
- extenuating circumstances
- whether the behaviour policy has been followed at every stage
- the impact on others within our school.

We know that where children and young people are excluded for prolonged periods of time, successful reintegration is less likely, therefore wherever possible any fixed term exclusion will be limited to 1 day.

In relation to behaviours that pose a significant health and safety risk, i.e. Climbing on a school roof, an initial fixed term exclusion of 3 days followed by a 5-day exclusion following a second offence will take place, a package of support will be made available to support successful re-integration and access to school, however, a further incident of this nature will result in the end of a placement either by planned transfer or permanent exclusion.

Any decision to permanently exclude is at the discretion of the Head of the School.

Ongoing concerns

In our schools we believe in the right of every pupil to experience a safe, consistent and caring environment. Everyone within School has a right to learn and a right to remain safe. Where a pupil is continuously behaving in an unsafe manner, and there

is continued evidence of harm over a period of time, further support may need to be considered.

An initial meeting between Senior associated professionals and parents/ carers will take place outlining concerns and detailing events leading to this point; this will be reviewed on a fortnightly basis as part of a **Placement Support Plan**.

As part of the plan where an Education, Health, Care Plan is in place the EHCP co-ordinator will be contacted to inform of concern and the presence of a support plan. The pupil will also be raised to the Heads of schools as a pupil of concern.

Where necessary and in agreement with the Head of School and only in exceptional circumstances, a **build-up timetable** may be utilised to support successful experiences within school, these are limited to a maximum of a 20 week (10 reviews) period (at the discretion of the Head teacher).

If following the completion of the review cycle, safe access to full time provision cannot be accessed opportunities for ongoing onsite provision will be reviewed.

Partner agency Involvement and Support

We work pro- actively with partner agencies to develop our children and young people understanding and knowledge of their community, this includes drop in sessions by health, the police and other agencies.

Where necessary our schools reserve the right to involve the police in any matter where a pupil has acted unlawfully. This may include:

- Assault on staff or children and young people
- Criminal damage
- Theft
- Carrying of illegal substances/ weapons

Safer School Partnerships

The Safer Schools Partnership is a positive way for all schools to demonstrate their commitment to promoting a safe climate of learning and to prevent crime.

Over the course of the year a Safer Schools Officer will deliver age appropriate key messages to the students in assemblies and lessons including Internet Safety, Healthy Relationships, Sexting, Child Sexual Exploitation, Anti-Social Behaviour.

All Safer School Partnerships (SSPs) aim to ensure:

- Safety of children, young people, staff and the school site and surrounding area/community

Behaviour and Attitudes Policy

- Help for children and young people to deal with situations that may put them at risk of becoming victims of crime, bullying or intimidation, and to provide support to those who do.
- Focused enforcement to demonstrate that those that do offend cannot do so without facing consequences.
- Early identification, support and where necessary challenge of children and young people involved in or at risk of offending
- Improved standards of behaviour and attendance, and less need for exclusions
- More positive relations between young people, the Police and the wider community.
- Effective approaches to issues beyond our school sites that negatively impact on pupil safety and behaviour.

For more information about the Safer Schools Partnership - please go

to: <http://www.norfolk.police.uk/advice/child-protection/safer-schools-partnerships>

Appendix

It is important to note that the journey **to** and **from** school is deemed part of a children and young people day and as such remains under the guidance and direction of this policy.

Legislation and statutory requirements

This policy is based on advice from the Department for Education (DfE) on:

- [Behaviour and discipline in schools](#)
- [Searching, screening and confiscation at school](#)
- [The Equality Act 2010](#)
- [Use of reasonable force in schools](#)
- [Supporting pupils with medical conditions at school](#)

It is also based on the [special educational needs and disability \(SEND\) code of practice](#)

In addition to this, reference has also been made to:

- Section 175 of the [Education Act 2002](#), which outlines a school's duty to safeguard and promote the welfare of its pupils
- Sections 88-94 of the [Education and Inspections Act 2006](#), which require schools to regulate pupils' behaviour and publish a behaviour policy and written statement of behaviour principles, and give schools the authority to confiscate pupils' property