



## Positive Management of Behaviour and Discipline Policy and Guidelines

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Governor Responsibility: Quality and Outcomes Committee

Signed: ..... Date:.....

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## Positive Management of Behaviour & Discipline Policy

### Heltwate School Positive Management of Behaviour Context Statement.

Heltwate is an all age Special School (4 – 19) for pupils with a complex and diverse needs. Heltwate School provides a curriculum suitable for children and young people within the SLD/MLD cognitive range; their ability to make progress will be limited across all areas of development. They may have a lifelong learning disability, which requires a multi-disciplinary service response. Children will have been assessed using standardised testing of cognitive functioning and will be performing below the 1<sup>st</sup> percentile. For primary age children, National Curriculum attainment levels will not exceed the year 2 learning goals. At KS4, pupils will not exceed entry level.

Children joining Heltwate will be functioning at significantly below their chronological age, i.e. below half their chronological age in most areas of development. They may have an inconsistent development profile. A differentiated and personalised curriculum is provided to meet their significant needs. The opportunities for independent learning and the range of activities may be limited because of this.

The needs include moderate and severe learning difficulties; Speech, Language and Communication needs; Oppositional Defiant Disorder; ADHD and Autism.

Any Heltwate school policy or whole school approach needs to be adaptable and able to flexibly meet the complex needs of our pupils and no more so than the Positive Management of Behaviour.

#### 1. Aims and expectations

**1.1** It is a primary aim of our school that every member of the school community feels valued and respected, and that each person is treated fairly and well. We are a caring community, whose values are built on mutual trust and respect for all. The school behaviour policy is designed to support the way in which all members of the school can live and work together in a supportive way. It aims to promote an environment where everyone feels happy, safe and secure.

**1.2** The school has a number of school rules, but the main aim of the Behaviour Policy is not a system to enforce rules. It is a means of promoting good relationships, so that people can work together with the common purpose of helping everyone to learn. This policy supports the school community in aiming to allow everyone to work together in an effective and considerate way. At the start of the academic year and on other appropriate occasions, the class teacher discusses the school rules. These 'Golden Rules' are displayed in each classroom across the school. In this way, every child knows the standard of behaviour that we expect. If there are incidents of anti-social behaviour, the class teacher discusses these with the whole class during 'circle time' or form time as appropriate. These rules may be adapted from class to class to suit the individual needs of the children.

**1.3** The school expects every member of the school community to behave in a considerate way towards others. We recognise that each child is an individual whose needs and understanding of this will be dependent upon their own view of the world around us.

**1.4** We treat all children fairly and endeavour to apply this behaviour policy in a consistent way.

**1.5** This policy aims to help children to grow in a safe and secure environment, and to become positive, responsible and increasingly independent members of the school community.

**1.6** The school rewards good behaviour, as we believe that this will develop an ethos of kindness and co-operation. This policy is designed to promote good behaviour, rather than merely deter anti-social behaviour.

**1.7** The policy acknowledges and upholds the school's legal duties under the Equality Act in respect of safeguarding and in respect of pupils with SEND

## **2. Rewards and Sanctions**

**2.1** We praise and reward children for good behaviour in a variety of ways:

- Staff congratulate children immediately (verbal praise);
- Achievement Assembly – show and tell good work;
- House points
- Effort grades
- Sun and cloud
- Head Teacher's Award – Wall of Fame.
- Individual class charts, tokens and rewards
- Nominations Assembly
- End of Year Leavers Celebration – parents and families invited

**2.2** The school acknowledges all efforts and achievements of all children, in school and encourages them and their parents to share their successes out of school.

**2.3** The school employs a number of consequences to enforce the school rules, and to ensure a safe and positive learning environment. We employ each consequence appropriately to each individual situation taking into account each individual child's needs. Our consequences include:

- Remaining behind after the lesson to discuss behaviour or make up work
- Loss of playground activities during break or lunch break
- Loss of privilege such as choosing and free time
- In more extreme cases pupils will not be allowed to go on offsite activities, especially if there is a health and safety issue
- Cloud/ storm
- Time out

### **Use of safe spaces/ calm rooms and areas**

Within the school there are a number of smaller spaces to help children to manage their own behaviour when distressed or challenged. At Heltwate, we call them a safe space/time out or calm rooms (dependent upon where they are in the building). These spaces have a multipurpose role – dependent upon the need at the time of the incident.

### **The purpose of the safe space/calm room/chill out room/time out room**

They may be used to enable children who are distressed, angry, violent or in an agitated state to spend an appropriate period of time, in privacy, in a safe place, in order to regain composure.

To help some pupils manage their behaviour their individual behaviour plans include access to these areas. They are used for the minimum amount of time required.

Alternatively, this space can be sometimes be used for pupils who require a more staff directed time "Time Out" – in some cases to avoid or limit the use of restrictive physical intervention (Team Teach).

### **Time Out/Isolation**

In the most recent DfE “Behaviour and discipline in schools” guidance – advice for head teachers and school staff” document states in paragraph 42 that a school “can use a separate room when it is in the best interests of the child and other pupils. Any use of isolation that prevents a child from leaving a room of their own free will should only be considered in exceptional circumstances, and if it reduces the risk presented by the child to themselves and others.” Heltwate defines exceptional circumstances as being when it would be more physically distressing for the child to be restrained; that a restraint may potentially last for a significant period of time, which in our opinion is not healthy for child or adults involved; that the child is using force directed at other pupils and staff, and needs to be prevented from harming themselves; other people or property. In these cases, children will have an Individual Behaviour Support Plan which identifies the most appropriate way to manage a child’s behaviour and keep them and others safe.

#### Description of spaces

- All rooms/areas have a view panel and in some cases a high level viewing mirror could be installed in order to ensure children can be seen at all times.
- Rooms/spaces may be key locked. On some doors there is a fob lock, coded lock which staff should be aware of.
- During the daytime, the school keypad system is activated on external doors.

#### General Practice of usage

- Children who need peace and quiet or space on their own, for whatever reason, can take themselves to the room, with permission or guidance from staff.
- Children are encouraged, as part of their social skill development to ask or to signal they need to go to the safe space.
- Some children, as part of their Individual Behaviour Support Plan have this area as an identified safe place.
- Children may be escorted, using a Team Teach physical intervention techniques to the safe space/time out room and placed in this safe space. A record of physical intervention will always be completed in this case on IRIS Adapt.
- The child will never be left unattended and should be observed either from within the room or outside via the view panel at all times.
- If the door is open – staff can sit by the child or just outside the door.
- Once in, or at the room, the child will be given every opportunity to settle and regain emotional stability.
- **Staff are to monitor and observe the child. Sometimes, the child may feel even more distressed if they know that an adult is looking in or will display negative behaviours in order to gain attention or a reaction. In this case, an adult can withdraw from the immediate proximity of the calm room/ area and monitor at a distance.**
- The adult will only begin dialogue with the child and attempt to resolve the situation, at an appropriate time. The child will be encouraged, if appropriate, to talk through the antecedent behaviour that led to the situation. In most cases it would be hoped that the child would be able to return to class once any reparation has been made.
- The child/young person may be asked, (if safe and appropriate to do so), “would you like the door to be open or closed?”; ask if they would like you to be sitting with them in the calm area; ask if they would like to sit outside the room for a short while, whilst calming.
- Children will only remain in this safe space, for the shortest possible time, and may move to another area for further discussion and independent work – if appropriate. If a child is extremely

distressed and violent/challenging, a senior member of staff should always be alerted, in order to support the lead member of staff.

- The frequency of its use will be monitored by the class teacher, behaviour lead or senior manager.
- Parents are informed via their home school book or telephone call that their child has experienced great distress and the action taken by the school.
- Opportunities for staff to debrief, particularly if the situation has been physically challenging will be given.

#### The identified areas are used to;

- Ensure the health and safety of pupils at all times, being aware of any requirements in relation to safeguarding and pupil welfare.
- Ensure that a pupil is kept in a safe space/time out room **for the minimum amount of time necessary** to calm them down or settle them so that they can return to lessons.
- All use of safe spaces and time out rooms are recorded as soon as possible, (no later than 24 hours), onto IRIS.

***Please note, sometimes children take themselves to a calming space in order to regulate their own behaviour. If a child if using a calming area on their own accord, and there is no behaviour incident attached, then it does not need to be documented and parents do not need to be informed. In these cases, the child should be monitored but there isn't the need for him/her to be closely observed at all times.***

#### Searching/reasonable force and confiscation

The school follows the requirements and advice contained in Behaviour and discipline in schools (Department for Education January 2016)

#### Behaviour Management and Support Strategies

For many of our pupils, challenging behaviour is usually a breakdown of communication. This may be the only way our pupils have of gaining attention, expressing feelings, expressing needs or refusing to engage. Be mindful of this when considering an appropriate mode of action or response to behaviour.

The Intervention stage of managing behaviour at Heltwate requires staff to use their own professional judgement to analyse behaviour or incident that has occurred. Due to the broad range of disabilities and general social understanding that our students have, an individualised approach to managing behaviour must be implemented. Therefore, in order to respond to a behaviour or incident appropriately, it is vital that staff analyse each situation accordingly to determine the most appropriate form of intervention. Analysis of these behaviours and incidents can be done by taking into consideration each student's individual needs and difficulties as described within their Individual Behaviour Management Plan. Adults, supporting an individual child, will look carefully at target behaviour, triggers and potential purposes/ functions of behaviour before exploring proactive, active and reactive strategies followed by relapse prevention.

#### Recording and reporting incidents

The school records all behaviour incidents on IRIS Adapt, (a flexible and secure web based system which allows staff to record and analyse pupil behaviour).

Serious incident logs, involving Team Teach physical intervention, are recorded on IRIS and reviewed by SLT and/ or behaviour lead.

It is school policy that all serious incidents must be recorded as soon as possible and no longer than 24 hours after the incident occurred. It is the responsibility of the staff member who witnessed and/ or managed the behaviour to complete the IRIS log and make the class teacher aware of what has happened. Class teachers are responsible for following through the incidents, recording any discussions with parents and informing SLT of any serious incident. SLT and/ or behaviour lead should be made aware of serious incidents that have occurred in school as soon as possible.

Where a pupil is causing concern, in relation to their behaviour, the analysis of the incidents impacts on the next actions, which may include:

- Meeting with staff and /or parents to discuss concerns and develop an Individual Behaviour Support Plan, with a timed review
- Review of Individual Behaviour Support Plans and current practice
- Identify any training needs
- Multi agency meetings
- Involvement of EP or other specialist team i.e CAMHS, school nurse, youth offending

Risk assessments are put into place for children who present severely challenging behaviours.

**2.4** The school does not tolerate bullying of any kind. If we discover that an act of bullying or intimidation has taken place, we act immediately to stop any further occurrences. While it is very difficult to eradicate bullying, we do everything in our power to ensure that all children attend school feeling free from fear. Some pupils in the school have an Individual Behaviour Support Plan, which is developed with class teacher, support assistants and parents or carers. The Individual Behaviour Support Plan is reviewed after any serious incident and on an annual basis as a minimum expectation. Behaviour plans need to be readily accessible in the classroom.

**2.5** All members of staff are aware of the regulations regarding the use of force by teachers, as set out in DfEE Circular 10/98, relating to section 550A of the Education Act 1996: The Use of Force to Control or Restrain Pupils. Teachers in our school do not hit, push or slap children. Staff should only intervene physically to restrain children to prevent injury to a child, or if a child is in danger of hurting themselves, **causing damage to property or attacking adults. It is paramount that intervening physically to restrain is in the best interest of that child or others.** The actions that we take are in line with government guidelines on the restraint of children. The school has adopted the Team Teach approach to the physical management of pupils. There is a clear protocol and expectations relating to the recording of any form of physical management.

#### Team Teach Principles

It is important to remember that in line with our expectations most pupils behave well most of the time. However, in some extreme cases, physical intervention may be needed and this must be done in controlled and expert way, using Team Teach principles. Staff adopt positive behaviour support approaches with an emphasis on de-escalation, (95% restraint and risk reduction). Positive handling describes a holistic approach to a range of risk reduction strategies which may include non verbal and verbal support and, where 'reasonable and necessary', physical intervention. Heltwate staff always have the best interest of the child at heart to keep everybody safe and free from harm as much as possible. Sometimes, this requires supporting the children using Team Teach physical intervention techniques.

"Team-Teach techniques seek to avoid injury to the service user, but it is possible that bruising or scratching may occur accidentally, and these are not to be seen necessarily as a failure of professional technique, but a regrettable and infrequent "side-effect" of ensuring that the service user remains safe".

(George Matthews – Team Teach Director)

## Levels of behaviours

Behaviours that may be observed at Heltwate School have been divided into 3 categories with level 1 being minor behaviours, level 2 more severe challenges and level 3. The table below provides some examples of the different levels of behaviours that may be observed. Please remember that this is not an exhaustive list and that there will obviously be 'grey' areas where a behaviour cannot be clearly defined at a particular level. Staff select 'type of behaviour' when completing a behaviour log on IRIS.

For example:

Level 1	Level 2	Level 3
Disrupting others	Refusal to work / accept help from staff	Continuous Violent behaviour towards staff or students.
Not listening / asking questions constantly	Destruction of their own or other pupils' work	Repeated incidents of bullying and intimidation.
Unsafe movement around the classroom or school	Spitting	Racial, sexual orientation or disability abuse or harassment.
Minor bad language	Minor vandalism	Damage to property or building.
Name calling / verbal bullying	Continuous targeting an individual for bullying	Stealing
Asking for a preferred activity constantly/ work avoidance	Refusal to follow instructions	Demanding money.
Laying on the floor/being oppositional	Abusive and threatening behaviour	Sexual intimidation of others
Leaving the classroom and wandering the school	Self injury	
	Persistent level 1 behaviour	

**Level 1 :** Low level misbehaviour that can be effectively managed by teachers and support staff

**Level 2 :** More serious behaviour that may not be so easily managed may need the implementation of an Individual Behaviour Support Plan and/or advice from Senior Staff or the designated person in charge of behaviour or specific advice for pupils with ASC from the Deputy Head Teacher.

**Level 3:** Very serious misbehaviour that is not easily managed will be referred to SLT/ Behaviour Lead. Frequent level 3 behaviour will result in an Individual Pupil Risk Assessment being created for that child. This complements and supports the Individual Behaviour Support Plan and is devised by the Class Teacher. **Physical assault against an adult or a pupil is classed at a Level 3 behaviour, regardless of the child's age or size. These are behaviours that staff should work with the child to reduce, as the physical and emotional impact of assault against others will be greater as the child gets older.**

In the interests of health and safety it may be necessary for a small number of pupils to wear wrist straps or handling belts to enable them to take part in activities both on and off site. We respect parental wishes regarding this, as it is considered a form of restraint. **The use of pushchairs, wrist straps, handling belts and reigns requires parental consent.** Should a parent decline or oppose the use of a wrist strap or similar, the school will undertake a further health and safety risk assessment to decide whether a child can take part in offsite activities.

### 3.0 Understanding the behaviour of Pupils with an Autistic Spectrum Condition

A significant number of our pupils have an ASC diagnosis and therefore, due to the very specific needs of young people with autism the following guidance needs to be adhered to.

“Guidance for pupils with Autism Spectrum Conditions”. For students with ASC and associated pervasive developmental disorders it is important to allow sufficient time for thinking and responding; failure to do so can result in a sense of failure and extreme frustration. It is also necessary to structure and ‘break up’ a lesson (e.g. insert a relaxation/choice activity) in order to provide the extrinsic motivation that students with ASC require. Students with ASC have low intrinsic motivation and rely heavily on extrinsic motivation and rewards to help them complete their work.

Some students may respond well to receiving house points, however for many, more immediate or ‘tangible’ rewards are appropriate. It is important to ensure that students know exactly how much work is expected of them: this may be in terms of quantity (in trays or itemised) or a stimulated duration of time, measured by a timer or denoted on the clock.

In situations where members of staff need to intervene to manage the behaviour of a pupil with Autism Spectrum Conditions, the principles outlined in the Team Teach approach should be adhered to. In addition, the staff should bear in mind the following:

**1. Communication** It is most likely that the behaviour is not confrontational but occurs as a result of not understanding the situation. Be aware that we may be inadvertently threatening the pupil's structure / security.

- Use a calm voice and use minimal language when dealing with the situation; allow time for the language to be processed and understood before repeating instructions.
- Use the same key words in each repetition and always redirect to an appropriate activity area.
- Ask yourself the following: Was my communication clear (to the student)? Was my communication at a level that a student could understand? Did I have the student's attention? Did I allow enough time to process the communication? Is the student able to communicate to me what they want/need?

**2. Flexibility of Thought and imagination**

In order to feel sufficiently calm to learn, students with an ASC need a sense of safety and predictability, order and routine. Staff should ask themselves the following:

- Has the environment changed without sufficient warning or preparation?
- Have too many new factors been introduced at once?
- Has an established ritual been interrupted unintentionally?
- Has a school routine been changed or dropped too early?

**3. Social Understanding**

Recognising their own feelings and motives of others as well as having an innate ability to empathise with others will be a challenge for our ASD students. Staff should ask themselves the following:

- Did I expect the student to infer what was required of them?
- Did I expect the student to show empathy at a level beyond their ability?
- Did I expect the student to act on social rules that had not yet been taught?
- Did I expect the student to read facial expressions/body language without additional support?



#### 4. The role of the Teacher

**4.1** It is the responsibility of the class teacher to ensure that the school rules are enforced in their class, and that their class behaves in a responsible manner during lesson time. However, we acknowledge that ALL adults within the school are responsible for the management of pupil behaviour and the consistent implementation of this policy.

**4.2** All adults in our school have high expectations of the children in terms of behaviour, and they strive to ensure that all children work to the best of their ability.

**4.3** All adults are expected to treat each child fairly and enforce the classroom code consistently. The teacher treats all children in their class with respect and understanding.

**4.4** If a child displays worrying or regular challenging behaviours repeatedly, the class teacher keeps a record of all such incidents on IRIS. In the first instance, the class teacher deals with incidents him/herself in the normal manner. However, if misbehaviour continues, the class teacher seeks help and advice from SLT or the designated person in charge of behaviour.

**4.5** The SLT member or class teacher liaises with external agencies, as necessary, to support and guide the progress of each child. The class teacher may in agreement with the SLT manager discuss the needs of a child with the social worker or external support services employed by the school.

**4.6** The class teacher reports to parents about the progress of each child in their class, in line with school policy. The teacher or Pastoral Manager may also contact a parent if there are concerns about the behaviour or welfare of a child. The school records both behaviour concerns and welfare concerns about individual children.

#### 5. The role of the Head Teacher

**5.1** It is the responsibility of the Head Teacher, to implement the school behaviour policy consistently throughout the school, and to report to governors, when requested, on the effectiveness of the policy.

**5.2** The Head Teacher supports the staff by implementing the policy, by setting the standards of behaviour

**5.3** The Head Teacher ensures records of all reported serious incidents related to behaviour are kept.

**5.4** *The Head Teacher has the responsibility for giving fixed-term exclusions to individual children for serious acts of challenging behaviour. For repeated or very serious acts of anti-social behaviour, or serious high levels of behaviour which have significant health and safety risks, which cannot be reduced, the Head Teacher may permanently exclude a child. The Head Teacher will follow the procedures relating to exclusion as set out in the most recent DfE guidance on exclusion.*

#### 6. The role of parents and carers

**6.1** The school works collaboratively with parents to ensure that children receive consistent messages about how to behave at home and at school and expect parents to sign and return the Home/School agreement.

**6.2** We expect parents to support their child's learning, and to co-operate with the school, as set out in the home-school agreement. We try to build a supportive dialogue between home and school, and we inform parents immediately if we have concerns about their child's welfare or behaviour.

**6.3** If the school has to use reasonable sanctions as consequences of a child's behaviour, parents should support the actions of the school. If parents have any concern about the way that their child has been treated, they should initially contact the school to discuss the matter with the Deputy or Assistant Headteacher.

They will then investigate and report back to the parent. If the concern remains, they should contact the Headteacher to discuss the matter. If these discussions cannot resolve the problem, the parents have a right to invoke a formal complaint. This procedure is laid down in a separate complaints document.

## 7. The role of governors

7.1 The governing body has the responsibility of setting down these general guidelines on standards of discipline and behaviour, and of reviewing their effectiveness. The governors support the Head Teacher in carrying out these guidelines.

7.2 The Head Teacher has the day-to-day authority to implement the school behaviour and discipline policy, but governors may give advice to the Head Teacher about particular disciplinary issues. The Head Teacher must take this into account when making decisions about matters of behaviour.

7.3 The Governors receive anonymized monitoring reports from either the Head Teacher or SLT reports, as part of their monitoring role each full governors meeting.

## 8. Fixed-term and permanent exclusions

8.1 Only the Head Teacher (or the acting Head Teacher) has the power to exclude a pupil from school. The Head Teacher may exclude a pupil for one or more fixed periods, for up to 45 days in any one school year. The Head Teacher may also exclude a pupil permanently. It is also possible for the Head Teacher to convert a fixed-term exclusion into a permanent exclusion, if the circumstances warrant this, as laid down in the DfE guidance. The school follows the most recent guidance from the DfE and will provide information within the expected timescales.

8.2 If the Head Teacher excludes a pupil, s/he informs the parents immediately, giving reasons for the exclusion. At the same time, the Head Teacher makes it clear to the parents that they can, if they wish, appeal against the decision to the governing body. The school informs the parents how to make any such appeal.

8.3 The Head Teacher informs the LA and the governing body about any permanent exclusion, and about any fixed-term exclusions beyond five days in any one term.

8.4 The governing body itself cannot either exclude a pupil or extend the exclusion period made by the Head Teacher.

8.5 The governing body has a disciplinary committee, which is made up of three members. This committee considers any exclusion appeals on behalf of the governors.

8.6 When an appeals panel meets to consider an exclusion, they consider the circumstances in which the pupil was excluded, consider any representation by parents and the LA, and consider whether the pupil should be reinstated.

8.7 If the governors' appeals panel decides that a pupil should be reinstated, the Head Teacher must comply with this ruling.

## 9.0 Allegations against members of staff

9.1 All allegations against a member of staff will be fully and thoroughly investigated in accordance with "The Dealing with Allegations of Abuse Guidance". The school encourages staff to access specialist external support via unions and/or counselling, via their GPs, who may be adversely affected as a result of a significant behaviour incident or allegation.

Incidents of malicious accusations by pupils against members of staff will be heard by the Head Teacher in the first instance and may be referred to the governors behaviour and disciplinary committee who will investigate the incident further and decide on appropriate disciplinary actions to be taken having regard to the circumstances and the needs of the pupil.

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## 10 Monitoring

**10.1** The Head Teacher monitors the effectiveness of this policy on a regular basis. He also reports to the governing body on the effectiveness of the policy and, if necessary, makes recommendations for further improvements.

**10.2** The school keeps all incidents records on IRIS. Both playtime, classroom and offsite incidents are recorded here.

**10.3** *The Head Teacher keeps a record of any pupil who is excluded for a fixed-term period, or who is permanently excluded.*

**10.4** It is the responsibility of the governing body to monitor the rate of exclusions, and to ensure that the school policy is administered fairly and consistently.

## 11. Review of Policy and Guidance

**11.1** The governing body reviews this policy every two years. The governors however, may review the policy earlier than this, if the government introduces new regulations, or if the governing body receives recommendations on how the policy might be improved