



SEND CARE

SENDING SPECIALIST CARE FOR YOUNG PEOPLE WITH SEND

Behaviour Policy

Purpose of the behaviour policy

The purpose of this policy is to:

- highlight government guidance and legislation that is relevant to behaviour management;
- outline SENDCARE's approach to managing behaviour;
- describe the roles and responsibilities of different members of SENDCARE in relation to behaviour management;
- set out how we support young people to behave in a way that is safe and appropriate
- ensure a fair and consistent approach across the company
- describe the different types of guidance and support we give young people to help them manage their own behaviour;
- describe additional support and interventions on offer for young people who struggle to manage their behaviour;
- explain how we record behaviour;
- clarify SENDCARE's approach to dealing with malicious allegations and suspensions and exclusions.

Legislation and guidance

The guidance and legislation that are relevant to this policy include:

- Keeping Children Safe in Education
- Use of reasonable force in schools

Written statement of behaviour principles

At SENDCARE, we have agreed these general principles in relation to behaviour in company:

SENDCARE is committed to changing the way that young people with Special Educational Needs and Disabilities are supported if they cannot access a school environment. We view behaviours that challenge as an opportunity to listen, understand and correct and work from the premise that learning can only take place when the young person is ready.

- Every member of SENDCARE and the young people deserves to feel safe, respected and able to work in a calm and orderly environment.
- Young people will be supported to understand how to behave appropriately and offered strategies and support to allow them to achieve this.
- We will not tolerate discrimination or abuse under any circumstances.
- Adults within SENDCARE are expected to set an excellent example at all times.
- Staff will be supported to apply the policy fairly and consistently at all times.
- All young people will be treated with respect, regardless of their own conduct.
- We will use rewards and sanctions fairly and consistently.
- We understand that some pupils need extra support to manage their behaviour and strive to meet individual needs.
- We value the important role that families play in our school and build positive partnerships with parents/carers.
- We will work with partners and outside agencies to enhance the support on offer.
- We will share our behaviour policy widely so that the whole community understands what we are trying to achieve and how we intend to do this.

Roles and responsibilities

Everyone working with SENDCARE has a responsibility for maintaining high standards of behaviour and supporting the implementation of this policy.

The directors are responsible for:

- reviewing and approving the written statement of behaviour principles;
- ensuring that the behaviour policy is reviewed at least annually, and more often if required;
- monitoring the effectiveness of the policy and suggesting changes where appropriate;
- holding specialist support workers to account for the effective implementation of the policy;
- monitoring how effectively staff are implementing this policy;
- ensuring that behaviour is managed in line with legislation on safeguarding, equal opportunities and other statutory requirements;
- ensuring that all staff are keeping records about behaviour, in line with the stated requirements;
- reviewing data to ensure that no groups of pupils are being disproportionately affected by this policy;

- analysing data on behaviour to evaluate the effectiveness of the school in managing behaviour and to identify any areas for further improvement.

Specialist Support Workers are responsible for:

- implementing this behaviour policy fairly and consistently;
- recording behaviour incidents and concerns in line with requirements;
- modelling appropriate behaviour to the young people;
- treating all young people with respect, regardless of the young person's own conduct;
- implementing strategies that have been put into place to help young people to manage their own behaviour.

Parents are responsible for:

- working in partnership with SENDCARE to support them in implementing this behaviour policy;
- supporting their child to understand how to behave appropriately;
- informing SENDCARE of any circumstances that may impact on their child's behaviour;
- discussing any concerns with a relevant member of staff.

Young people are responsible for:

- taking responsibility for their own behaviour;
- communicating concerns or issues that they have regarding behaviour to an appropriate member of staff in the best way they can

SENDCARE systems and expectations

At SENDCARE, we have expectations and systems in place to maintain appropriate standards of behaviour.

The SENDCARE philosophy is that we meet the young people where they are, not where others think they should be as suggested by an outdated, generic educational model of learning and progress. We value the young person, their wishes and interests and work in partnership with parents, who are often the experts to plan a pathway to learning and independence

When responding to incidents or misbehaviour, staff should consider whether there are any signs that a pupil may be suffering, or is likely to suffer, harm. Where this may be the case, staff will follow the school's child protection policy and speak to the designated safeguarding lead (or deputy).

Promoting good behaviour

Young people need to be taught how to behave and be given specific strategies to help them take responsibility for their own behaviour. The strategies that we use in school to achieve this include:

- Modelling the behaviour we want to see
- Using behaviours that challenge as an opportunity to develop feelings and communication strategies
- Using an inner dialogue to demonstrate to the young people how we can all feel angry, sad, scared etc
- Using social stories to reflect upon difficult situations
- Using any targets set by Occupational therapists or Speech and Language therapists to ensure a holistic approach to behaviour management

Support

SEND CARE will strive to meet the needs of young people who struggle to manage their behaviour. Where relevant, we will work with outside agencies, families and specialist staff to ensure that a tailored approach is devised.

SEND CARE recognises its legal duty under the Equality Act 2010 to prevent pupils with a protected characteristic from being at a disadvantage.

Searching

When searching and/or screening pupils, or determining how to deal with a confiscated item, we follow the detailed guidance that has been published by the DfE. This can be found [here](#).

Please note that the law protects school staff from liability in any proceedings brought against them for any loss or damage to items that they have confiscated as long as they have acted lawfully.

Reasonable force

There are circumstances when it is appropriate for specialist support workers to use reasonable force to keep pupils safe.

The term '*reasonable force*' describes the actions used by specialist support workers that involve a degree of physical contact to control or restrain children. 'Reasonable' is defined as '*using no more force than is needed*'.

At SENDCARE members of staff have the power to use reasonable force to prevent pupils from:

- committing an offence;
- harming themselves or others;
- damaging property.

Reasonable force will only be used as a last resort when other approaches have failed.

Further guidance on the use of reasonable force can be found in the government guidance.

Malicious allegations

As a company, we recognise the distress and harm that can be caused by being subject to a malicious allegation and will ensure that any affected staff are offered appropriate support and pastoral care.

If a young person is found to have made a malicious allegation, SENDCARE still has a duty of care towards that young person. They will ensure that appropriate safeguarding measures are put in place and that they access any mental health support that they may require.

Specific facilities to support behaviour

- SENDCARE is able to offer a bespoke approach for each student based on their needs, professionals reports and an understanding of behaviours that challenge
- SENDCARE works in conjunction with Occupational Therapists (OT) and Speech and Language therapists (SLT) to address the underlying causes of behaviours that challenge, including communication and dysregulation.

Pupil transition

Most students are not in school settings due to permanent exclusions or being unable to find suitable placements that meet their needs. SENDCARE will visit these students in their home to meet with them and their families. There will be an assessment which incorporates any current report/targets from other professionals such as OT or SLT. If

necessary, a risk assessment will be carried out which will list how the specialist worker will approach the young person and monitor this carefully.

Working with parents

At SENDCARE we recognise that behaviour management works best when it is done in partnership with parents/carers.

Our specialist support workers will liaise with parent and the directors will ensure that parental views are taken into consideration at every step

Working with partner agencies

At times, it will be beneficial to commission the use of external agencies to support individuals and groups of pupils with their behaviour or issues linked to their behaviour. We work with a range of partners including:

- Occupational Therapists
- Speech and Language therapists
- CAMHS
- CAHSBS
- Psychologists
- Alternative provisions
- Community groups

Staff induction and training

We recognise that in order to facilitate effective behaviour management, staff need to be given adequate training and support. We offer regular training to staff; some of this will be delivered to the all staff. In other instances, it may be relevant to offer personalised support to individuals or groups of staff.

Staff are given specific training on SENDCARE 's behaviour policy and approaches to behaviour management during the induction process and regularly thereafter.

If an individual member of staff is struggling with their behaviour management, they will be given support to develop this. The approach taken will be determined by the needs of the member of staff but could include additional training, one-to-one coaching/mentoring and, if required, the implementation of a support plan. If staff feel that they need any additional support with their behaviour management, they should approach their line manager to request this.

Communicating the policy

It is important that every member of SENDCARE understands the approach to behaviour management. This means that everyone will feel confident that behaviour issues are addressed fairly, consistently and in line with legislation, guidance and the company's expectations.

This policy will be published on SENDCARE's website and paper copies will be made available upon request. In addition, pupils, parents/carers and staff will be reminded of the content regularly through supervision and monitoring visits.

Reviewing the policy

This policy will be reviewed at least annually, and more frequently if there is a change in government guidance, legislation or the SENDCARE's own monitoring of behaviour suggests that a change to the policy would be beneficial.

Links to other policies

This policy should be read in conjunction with other relevant school policies. These include:

- Child Protection and Safeguarding Policy
- Equal Opportunities Policy
- Online Safety Policy