



Champion EDUCATION TRUST

STUDENT BEHAVIOUR POLICY

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A family of Schools

INTRODUCTION

Lotus school is a provision which caters for students with a primary need of Social, Emotional and Mental Health. All of the students who attend will have struggled to achieve in a mainstream setting and will need a different approach to learning. They will need support, encouragement and a positive behaviour management approach in order for them to succeed.

All behaviour is a form of communication and for some students, they will have entered into a cycle of negative behaviour display, which Lotus will help them to break. Before students can begin to succeed academically they must be ready and willing to learn, for that reason the behaviour management policy is vital in creating the correct ethos so that the students can thrive.

AIMS

We will create a safe and supportive environment that will encourage students to believe in themselves and nurture high expectations for their future. Each student and adult within Lotus will work in a culture where respect is built through positive relationships and everyone learns to be accountable for their actions.

We aim to provide:

- A broad and balanced curriculum for all students.
- Opportunities to engage in experiential based learning offsite, helping them to positively experience the world around them.
- Support students to discover their talents and passions.
- Provide students with Interventions that will support their individual needs and break down their barriers to learning.
- A learning environment where mutual respect is expected and disrespect is always challenged.
- Work closely with parents and carers to build a team around the student, so that behaviour management strategies deployed at school can be used within the home setting.
- Teach students to improve their emotional resilience and therefore decrease the number of negative behaviour displays.
- Have a strong focus on building positive relationships and having positive social interactions with different types of people, in order to prepare students for the working world.

Behaviour management should be regulated by the individual, however, managing our own behaviour is something that is complex and learnt over many years and through many interactions. For some students attending Lotus they have, so far, been unable to achieve this. The primary aim of the setting therefore, is to teach students how to manage their own emotions and behaviour responses. This will be achieved by:

Staff

- Ensuring schemes of work take into account the needs of each individual student.
- Foster positive relationships with all students and never give up.
- Create a physical environment that is safe and supportive.
- Implement the behaviour management strategy which focuses on repairing and understanding negative behaviour displays.
- Always challenge behaviour that is disrespectful to others.
- Work as part of a team and understand that behaviour management is the responsibility of all staff and can only be effective if everyone works together in the same direction.
- Understand the individual starting point of each student and tailor their interactions and teaching accordingly.
- Provide regular updates for Parents/Carers.
- Ensuring that all forms of bullying (verbal, physical and cyber) are dealt with swiftly and appropriate repair meetings are held.
- Discrimination in any form is challenged immediately and reported to the relevant people.

Parents/Carers

- Attend meetings and be available for contact over the phone.
- Support the school in praising achievements and talking through issues with the student.

DAY TO DAY BEHAVIOUR MANAGEMENT

Our behaviour management begins with a clear understanding that a student's behaviour and who they are as people are two separate entities and, that with time, all students can learn to approach challenges in a more positive way. We expect all students and staff to be Ready, Respectful and Safe.

- All staff will have high expectations of every student and will articulate this each day to them.
- Staff will adopt a 'can do' approach and always aim to use positive affirmations with the students, focusing on the behaviour that is wanted and not the behaviour that is being shown.
- A clear and consistent behaviour management system will be followed by all staff at all times.
- Students will be praised for showing positive behaviour and managing interactions with others in a positive way. This will be regularly shared with Parents/Carers.
- Attempt to deescalate situations by; tactical ignoring, not raising voices, not using sarcasm, not physically intimidating the student and allowing them a 'time out' if needed.
- All negative behaviour displays will be followed by repair meetings and if necessary parental contact.
- Patterns of negative behaviour displays will be monitored and staff will work to understand the triggers behind those behaviours.
- Students who need extra support regarding behaviour will have a behaviour plan which is written by a member of staff from Lotus, the student and the Parent/Carer and is reviewed regularly.
- The setting will seek out advice of other relevant professionals such as Educational Psychologists, where necessary.
- All staff will attend regular training regarding successful behaviour management and understanding the psychology behind child development and trauma.

OUR STUDENTS

At Lotus we expect students to:

- Respect each other and all staff within the school; use appropriate language with each other and staff, have good manners, follow instructions given, do not handle equipment without being told.
- Move safely and sensibly around the building and not to enter spaces without an adult present.
- Report incidents of bullying straight away to a member of staff.
- Have appropriate social interactions with peers during break times and lunch times.
- Always try to improve their behaviour.
- Be proud of their achievements.
- Have pride in their appearance and wear the correct uniform.
- Stay within the building at all times, unless directed to leave by an adult.
- Do not bring dangerous or offensive items into school such as; lighters, weapons or drugs.
- Leave mobile phones and other technology such as speakers at home, but if they are brought in they are handed over at the beginning of each day to be kept in a safe, until the end of the school day.
- Respect the physical environment and keep areas clean and tidy.

EXTREME BEHAVIOUR DISPLAYS

Although rare, there may be occasions when staff need to physically intervene with students in order to keep them safe. All staff will be provided with positive handling training, but this will only ever be used as a last response to protect the student and other people around them. If an incident of this nature occurs, Parents/Carers will be informed immediately. Depending on the incident the student may be required to follow an adapted timetable until the staff feel they are ready to follow their scheduled timetable again. More information regarding positive handling can be found in our Positive handling policy on the website or requested from the school office.

The Violent Crime Reduction Act 2006 effective from September 2007, gives schools powers to screen or search students for weapons. In cases where staff have reasonable grounds to suspect a student may have brought something dangerous or offensive into school, they may ask to search the student's bag or empty pockets. This will always be done

in the presence of a witness. Any dangerous or offensive items found will be confiscated immediately. If the student refuses to allow their property to be searched and the staff deem the situation to be unsafe then Parents/Carers will be called immediately to attend the school.

Some children need very specific and detailed behaviour interventions, which could include an adapted school day, offsite education or home-based learning. When significant adaptations are made to a student's learning day, we always plan jointly with the parents and carers, the Local Education Authority and external agencies. This intervention would not be intended as a long term strategy and we would work hard to support the student to returning to the school on a full time basis as quickly as possible. In these instances the Family Support worker would be involved in co-ordinating any offsite or at home support for the student.

FIXED-TERM EXCLUSIONS

We do not believe that exclusions are the most effective way to support students with SEND, and we will always try to adapt and personalise provision for all of our students in order to ensure that they are able to access education.

In exceptional circumstances it may be necessary to exclude a student for a fixed time period and this would always be considered very carefully.

Exceptional circumstances include, but are not limited to:

- Incidents where the safety of the student, other students or staff is seriously compromised
- Incidents of knife crime or bringing in weapons in school
- Incidents of sexual violence
- Incidents of significant deliberate damage to property

Decisions to exclude students are made on an individual basis and should always be a reasonable and measured response, which takes into account the impact this will have.

PERMANENT EXCLUSIONS

In the event that Lotus is not able to meet the needs of an individual student, we will always aim to work with the student and young person's family and the Local Education Authority to identify a suitable alternative placement for a managed move. All exclusions will always be reported to the Governing Body, Local Authority and, where appropriate, the allocated social worker or Head of the Virtual School for Looked After Students.