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| **POLICY TITLE:** | **Behaviour Policy** |
| Persons Responsible for Policy: | Kate Truscott - Director |
| Completion date: | 20/06/23 |
| Review date: | 20/06/24 |

**This policy should be read in conjunction with the following policies:**

* Anti-bullying policy
* Safeguarding and Child Protection policy

**Policy statement**

Positive behaviour is formed through building positive relationships; only then can productive learning and effective progress occur. High standards of personal conduct are expected from staff and students alike. Students are supported to understand their own responsibility for their behaviour and encourage others to do the same. Staff encourage students to co / self-regulate and to reflect on their actions and their consequences. Respect for themselves and others is at the core of our approach. The curriculum is bespoke and designed with students’ academic and SEND needs in mind by combining appropriately pitched academia with therapeutic interventions; this promotes positive behaviours and attitudes to learning.

**Aim of the policy**

Students who are referred to Eclipse Education have often had had a less than positive experience of the education system. Our aim is to reframe this through reinforcing positive behaviour and setting consistent boundaries, achievable targets and supporting this through genuine praise.

We provide a safe, inclusive and ambitious learning environment which has clear expectations of behaviour and an unambiguous approach to behaviour management that is applied equally to all students. Unacceptable behaviour is well defined, understood and regularly challenged, including bullying and discrimination. A restorative and educational approach is applied universally so that students can reflect and amend their behaviours in the future.

Eclipse Education is working towards reintegrating students into full-time education; whether in mainstream or a specialist provision. At all stages of our behaviour management procedures, we help student build resilience and develop the emotional maturity necessary to cope with conflict and deal with challenging situations.

# Expectations

Eclipse Education’s Home-Provision Agreement (completed in each induction meeting) outlines the provision’s values-based expectations. These values are clearly displayed and reiterated on a regular basis. Any disruption to the learning of others is taken seriously and challenged directly.

* We expect mutual respect: that all students, staff, and visitors deserve respect and must give respect to others in our premises.
* We expect all students engage with their learning and complete work so that they make progress and this can be tracked and reported effectively
* We expect students and staff to value and appreciate each other irrespective of age, gender, creed, race or ability.
* We expect students to develop self-discipline and positive behaviour strategies.
* We expect every student to learn to the best of their ability (academically and socially)
* We expect students to ensure the safety of themselves and others.
* We expect students to reflect on their behaviours and recognise the consequences of their behaviours (this may be supported through recognised SEND strategies such as comic strip conversations or social stories)
* We expect students to enter and leave the site in an orderly manner, showing respect to our neighbourhood.

Eclipse Education will:

* Provide a bespoke and personalised programme of study for every student
* Communicate behavioural expectations including positive and negative incidents clearly to students, staff, parents/carers and their home school
* Use a graduated response to unacceptable behaviours

All staff are responsible for setting the tone and context for positive behaviour within the provision. They will create and maintain a stimulating environment that encourages engagement. Staff will model expected behaviour and develop a positive relationship with students, which may include:

* Greeting students in the morning/at the start of sessions
* Providing a personalised approach to the specific behavioural needs of particular students
* Establishing clear routines
* Communicating expectations, routines, values and standards through teaching behaviour and in every interaction with students including in non-verbal ways
* Highlighting and promoting good behaviour
* Concluding the day positively and starting the next day afresh
* Using positive reinforcement

We will always treat students with respect even when they are exhibiting challenging behaviours

A calm and safe environment is a priority for Eclipse Education. Misbehaviour will be supported and addressed.

**Misbehaviour is defined as:**

* Disruption of sessions (including break and lunch)
* Disengagement from learning

**Serious misbehaviour is defined as:**

* Repeated breaches of the provision rules
* Any form of bullying
* Any violence to another student / member of staff
* Sexual violence, such as rape, assault by penetration, or sexual assault (intentional sexual touching without consent)
* Sexual harassment, including unwanted conduct of a sexual nature, such as: sexual comments, sexual jokes or taunting, physical behaviour like interfering with clothes,
* Online harassment, including unwanted sexual comments and messages on social media, sharing of nude or semi-nude images and/or videos, or sharing of unwanted explicit content

**Recognition of positive behaviours and attitudes:**

* Verbal praise
* Certificates
* Phone calls home
* Increased responsibility and independence

**Responses to challenging behaviour:**

* Verbal warning that behaviour is inappropriate (away from peers where possible)
* Discussion of behaviour with a Director
* Phone call to home school and home by member of staff
* Phone call to home school and home by a Director
* Letter of concern about behaviour from Director to home school and home
* Fixed term exclusion from the provision
* Permanent exclusion for serious breach of the provision’s behaviour policy

Where it is deemed necessary and appropriate to issue sanctions, Eclipse Education will apply these fairly and consistently, ensuring that opportunities for restoration are facilitated at every stage.

**Strategies to combat challenging behaviour:**

There are a range of strategies we use in dealing with difficult behaviour.

* Focusing on those who are behaving and working well and praise and encourage them.
* ‘Tactical ignoring’ but follow up at a more appropriate time.
* Giving ‘take up time’ to follow an instruction.
* Using non-verbal means of communication to express approval and disapproval
* Labelling the behaviour and not the child.
* Helping young people understand the consequences of their behaviours on the enjoyment and progress of others
* Giving opportunities for reparation and restitution when all those involved are ready and without increasing delays.
* Modelling reconciliation and support these processes as appropriate.
* Following the guidelines if restrictive intervention is needed, and only after use of de-escalation techniques.

# Additional guidelines

**The use of reasonable force.**

Only in the most extreme of circumstances will reasonable force be used to prevent injury to self and others or damage to property. Any incidents of positive handling will be logged and reported.

## **Contraband items**

The following items are considered contraband at Eclipse Education and will be confiscated if seen, to be returned to the home school contact or the police:

* knives and other weapons
* Vapes / cigarettes
* alcohol
* illegal drugs
* stolen items
* fireworks
* pornographic material
* any article that has been or is likely to be used to commit an offence, cause personal injury or damage to property

 NB. This is not an exhaustive list.

## **Mobile Phones**

Students are not allowed to use mobile phones during the school day unless given express permission by staff. They should turn off their mobile phone on entering the premises and store their phones, along with their personal belongings, in the secure lockers provided. If an essential call needs to be made, the office telephone is always available.

## **Personal items of value**

Students should refrain from bringing expensive items or clothing onto the premises as Eclipse Education cannot be held liable if they are lost or damaged. Students will be given a secure locker for the day to store any personal items.

## **CCTV**

Eclipse Education uses CCTV in and around their premises which may be used as evidence when investigating any incidents arising within the provision.

**Please note that final decisions over behaviour matters lie with the Directors, in conjunction with the home school, prior to any appeal.**