

Policies and Guidance - Behaviour

Policy Title:	Behavior Policy
Why we write policies:	<i>The Thriving Small Business</i> wrote <i>7 Reasons to Writing Business Policies and Procedures</i> , identifying these as, <i>Articulation of Required Steps, Performance Measures, Process Consistency, Serve as a Training Tool, Incorporates Worker Experience, Training Refresher, Foundation for Process Improvement</i> . Whilst we agree with the points they identify, we also see them as so much more. Our policies are the reflection of who we are as an organisation, what we are collectively striving for and how we aim to achieve those goals. None of our policies are written in isolation and should be read in conjunction with one another. If you see any areas where our policies could better represent who we are, or could be developed to support achieving our objectives please let us know.
Why we wrote this one:	We wrote this policy to ensure that our staff and students are aware of the expectations of the school regarding appropriate an inappropriate behaviour.
Who wrote this? :	Julian Roberts, Director
Who reviewed this? :	Every policy is reviewed by the Senior Leadership Team and a professional from the advisory group.
How do we know this stuff? :	https://thethrivingsmallbusiness.com/7-advantages-to-writing-business-policies-and-procedures/ ,Children and Families Act 2014, SEND Code of Practice 2015, West Heath School, Five Acre Wood School, Heath Farm School, Rowhill School, KELSI.
When did we write this? :	October 2019 Version 2
When are we checking it? :	October 2020
Where else can I read this? :	theviewschool.org , The school office
Our approach:	Behavior has such a broad definition. Depending on your values and understanding, what is considered to be acceptable or unacceptable behavior may be different. For our students, 'behavior' may be identified as playing a part in other schools having been unable to meet need. Our approach to inappropriate or unacceptable behavior is to understand the reasons for these behaviors. Once we understand the why they occur, we are more able to support development. This goes for both students and staff; we support everyone having a voice, with the opportunity to express their feelings about another person's actions or approach.

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- Unacceptable behavior:** Any action that makes another person feel threatened or at risk. Any action that puts your own or another person's health or wellbeing at risk. Disrupting the education of others. Unlawful acts. Bullying.
- Acceptable behavior:** Trying your hardest to meet personal goals. Working toward positive future outcomes. Seeking support and advice from those around you. Respecting the views of others. Being supportive of others. To share your views in an appropriate and socially acceptable manner. To work with those around you to provide a school where everyone feels safe and able to study. Use the support of those around you and the school environment to better meet your own needs. To be honest about and share any concerns about your education and studying with The View School.
- Swearing:** Swearing has been highlighted as it is one of those areas where different people have different expectations of the language used by others. Swearing has been a part of English culture for centuries in one form or another. We appreciate that swearing can be an everyday part of another person's language. We do not condone swearing, we do not condone the lazy use of the English language either. We believe in expression and therefore scaffold the use of the most appropriate language and approach to any given situation.
- Swearing in front of a member of staff would not be considered to carry a sanction, only an action. Swearing as part of an '*aggressive*' act toward a member of staff however, would mean an appropriate sanction and support to enable development.
- Support:** Behavior is the representation of someone's feelings or anxieties. Our role is to support students in understanding their feelings and to modify their behaviors to realise their goals. Our aim is to provide an environment that removes barriers to engagement and allows students to find the best route for their continued academic and personal development.
- Exclusion:** We do not support exclusion as a method of 'punishment'. Exclusion only takes place when a period of reflection is required by staff and students to ensure the most appropriate next steps are taken. We may put a one day exclusion in place for students physically assaulting another student or member of staff, drug

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taking or putting the Health and Safety of others at risk. This may be considered to be 'the sanction' put in place, yet the initial exclusion will only be used as an opportunity to ensure the school has the facts and is able to ensure the safety of students and staff.

Sanctions:

A sanction for poor behaviour will very much depend upon the reasons for the behaviour and the behaviour itself. Our approach is to support development through positive reinforcement and the growth of understanding. Sanctions therefore are based upon the individual child, their processing, and the impact the sanction may have on this development.

We will consider the impact upon learning for the individual and for their peers. Students may be educated away from their peers, yet this will only be part of an overall strategy to identify routes to working effectively in the classroom.

We also consider the Health and Safety of the individual and others. If a student is unable to follow instruction, or their behaviour is such that we feel unable to keep them safe outside of school, we may review an offsite activity as carrying too great a hazard to take part in. We do not preclude students from educational trips and timetabled offsite activities as a form of punishment or sanction.

A sanction will involve a period of reflection and finding a route to resolving any issues which may have arisen. Sanctions may be as little as staying after class to discuss an incident with the class teacher and TA, or catching up upon missed work in a student's own time.

Any sanction will be designed to provide an opportunity for the young person and staff to learn, and grow their knowledge to enable positive outcomes in the future.

What to expect from us:

For our students we promise to listen and to be honest in all our communication. This does not mean to say we will agree with everything our students say, or to share all information with our students. We will however ensure students are informed as fully as they can be. Helping them understand their and our role in all elements of school life, relationships, learning and development.

We will provide an environment where you can feel safe and secure.

We will not tolerate aggressive behaviour toward staff or others;
We will support students manage the anxieties that lead to

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negative behaviours and provide outlets where students can express themselves in a safe manner.

We record instances of positive and negative behaviour to support the development process.

What we expect from you: To come to school expecting to learn, to respect others, to do your best and most importantly, to enjoy yourself.

We are always learning: Our policies are ever evolving and are reviewed and developed accordingly. If you have any suggestions, complaints or complements please let us know.

Appendix: Appendices relating to this document:

Appendix 19 Incident reporting sheet

Appendices can be found online theviewschool.org and in the school office