

Elysian

Behaviour Policy



Adopted January 2020

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Date of next review: July 2022

Elysian is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

For the purposes of this policy, where the term Elysian is used, it refers to Elysian Animal Assisted Therapy & Learning CIC including Elysian School and Elysian Assisted Therapy & Learning.

Legislation and Guidance

A range of guidance and legislation has been used to inform the writing of this policy. This includes, but is not limited to, The Equality Act 2010, DfE guidance Behaviour and Discipline in Schools 2016, The Education (Independent School Standards) Regulations 2014.

Introduction

Elysian believes that to enable effective teaching and learning to take place, good behaviour in all aspects of school life is necessary. Elysian seeks to create a caring, calm and therapeutic learning environment and promotes that all staff and young people are entitled to work in a safe, fair and orderly environment and have appropriate access to support, guidance and training on behavioural matters.

Young people who attend Elysian will often display a range of behaviours that create barriers to their learning and progression. For this reason, Elysian's ethos is to enable young people to manage their behaviour through a therapeutic approach. Elysian has the general health and wellbeing of young people embedded in its ethos. This includes supporting young people to manage their behaviour appropriately away from the provision within the community to ensure they are ready for their next steps.

Aims

Through the implementation of this policy, we aim to;

- Promote positive behaviour, self-esteem and mutual respect
- Ensure fairness and consistency is applied when considering behaviour
- Support young people in understanding their behaviour and in making positive choices
- Ensure a safe and calm learning environment is available for all
- Ensure we are working within accepted guidelines and legislation in relation to behaviour and safety
- Promote democracy, equality, fairness, respect and other British Values
- Enable and support young people to take responsibility for their choices

Equal Opportunities

Elysian promotes equal opportunities and anti-discrimination and does not discriminate or support discrimination against either young people, their parents and carers or staff and volunteers on the grounds of any protected characteristic under the Equalities Act 2010. This ethos at Elysian enables us to give young people, who have an Education, Health and Care Plan the same opportunities and life chances as their mainstream peers. Therefore, for all who attend Elysian, equality of opportunity underpins the value of everything we do; valuing and respecting diversity and building community cohesions.

Roles and Responsibilities

The Elysian Senior Leadership team has established this policy for promotion of positive behaviour and will keep it under review to ensure that it is communicated to all young people, parents and carers, is non-discriminatory and that Elysian's expectations about behaviour are clear.

The Head of Education has responsibility for ensuring that this behaviour policy is implemented and appropriate training, as necessary, is provided to enable all staff to be able to follow and apply the policy and associated procedures.

All who work at Elysian have a shared responsibility for ensuring that the Elysian Behaviour Policy and associated procedures are followed and are consistently and fairly applied. Elysian expects that all staff and volunteers model positive behaviour as part of their professional responsibilities and ensure that any incidents of disruption, violence, bullying and any form of harassment are addressed appropriately, reported and recorded.

Elysian also promotes that all staff including volunteers take responsibility for their own personal barriers to effectively manage behaviours. Elysian encourages and supports staff to regularly reflect and discuss their own actions and responses to young people's behaviour. This is to identify any inadvertent contributory factor to a situation escalating and any areas of behaviour management that staff have difficulty with. This helps Elysian to ensure appropriate support and training is delivered and that staff and volunteers can confidently and objectively develop and utilise effective strategies with young people to promote the best possible outcomes.

Parents and carers also have an essential role to play in assisting Elysian to maintain high standards of behaviour. Regular liaison with parents and carers and external agencies regarding young people's behaviour is therefore paramount and proactively initiated by Elysian.

The young people at Elysian are encouraged to take responsibility for their own behaviours and will be made fully aware of the expectations of their behaviour. This will always be carried out in a differentiated way to ensure that each young person is able to understand the expectations in a meaningful way. Elysian understands that behaviour is often a key aspect to barriers to learning and is typically linked to their circumstances or specific condition. As such, ongoing support and guidance is provided by Elysian to enable young people to take responsibility for their behaviours and to learn to manage them effectively.

Staff Training and Support

Elysian provides and promotes a variety of training and support processes to enable staff to effectively manage challenging behaviour, promote the Elysian therapeutic ethos and tackle discriminatory practice.

All staff and volunteers receive an individual induction programme including developing familiarity with Elysian policies and procedures. Mandatory INSET training is also provided on the following areas relative to behaviour management:

- Professional Boundaries and Responsibilities
- Effective Communication in the Classroom
- Safeguarding / Child Protection
- Managing Challenging Behaviour & Assessing Risk
- Team Teach training in Positive Behaviour Management

All staff and volunteers are expected to complete refresher training on these areas at least once per year, which will be tied into their CPD file and annual appraisal. Where relevant, Elysian will support staff to attend relevant external training related to behaviour management and will provide further INSET training.

There also exists a high level of support processes and systems for Elysian staff and volunteers regarding effective behaviour management relative to their role. These include the following:

- Daily morning briefings and end of day debriefs where behaviour management is discussed, effective practice is shared and behaviour strategies are agreed as a team and overseen by a member of the Senior Leadership Team
- Regular opportunities for co-working
- Regular team meetings
- Supervisions
- Open door policy
- Teachers and Learning Mentor observations and feedback
- Individual shadowing / mentoring as appropriate

Procedures and Framework for Managing Behaviour

Standards and Expectations

Elysian has high expectations of the standards of behaviour displayed by young people. However, we recognise that behaviours are linked to diagnosis and factors outlined on their Education Health and Care Plan, and as such there must be great understanding, sensitivity and skill when dealing with behaviour. Inappropriate behaviours or responses are often embedded, learnt behaviours, which have manifested due to disrupted personal backgrounds and experiences. As such, high levels of support and input are required for the young people to be able to meet the standards within this policy. Elysian therefore works extensively with young people in a consistent, person centred and intentional manner to help them to be able to display the following positive behaviours:

- Treating others, the environment and the animals with respect and consideration
- Being helpful and kind to others
- Using appropriate language
- Contributing to a calm, imaginative and inclusive learning environment

- Informing staff when having difficulties

Where unacceptable and/or inappropriate behaviour is displayed, Elysian works with young people to help them learn and understand why their behaviour is unacceptable or inappropriate. We help them learn and develop strategies for managing their behaviour and responses more appropriately

To effectively manage support young people, pre-emptive structured processes are put in place through Individual Pupil Risk Assessments, Positive Support Plans, Individual Learning Strategies and the use of appropriate learning environments with high staffing levels. The nature of the farm environment lends itself to imaginative ways of managing behaviour and allowing a sense of space for young people struggling with their behaviour.

Ground Rules

General expectations, rules and the promotion of British Values are all taught through PSHE sessions, individual 1:1 sessions and discussions throughout the day. Young people are encouraged to explore, question and to take responsibility for the behaviour expectations present at Elysian and to explore how these translate into the context of wider society. Due to complex backgrounds, negative school experiences and subsequent school phobias, many of our young people find a list of rules a challenging concept. Therefore, we have 4 'non-negotiable' rules which are displayed and promoted throughout the provision. These are safety-based and are essential for the safety, health and well-being of all. These are;

To keep all the people and animals at Elysian safe, we will;

- **get permission if we are leaving the site**
- **refrain from smoking on the site**
- **never intentionally hurt people or animals**
- **follow safety guidelines on the farm**

Where these rules are broken, intentionally or otherwise, the behaviour will be directly challenged. This will be done in a way which is sensitive to the individual's needs and understanding. Natural consequences may be put in place which directly link to the rule which has been broken. These may include, but are not limited to;

- Discussions with parents/carers
- A time-limited ban on working with animals
- A time-limited ban on leaving site for trips
- An expectation of an apology

Reflection, restorative approaches and reviews of risk assessments are all implemented as soon as possible after an event.

In rare cases, where behaviour has caused significant harm or has put people or animals at significant risk of harm, a review of the placement may be undertaken. Whilst we understand the need to be patient, sensitive and to accept that it takes time to change embedded behaviours, safety is always paramount.

Early Intervention

Due to the nature of our young people, Elysian operates intensively on pre-empting behaviours and early intervention. Elysian employs processes to achieve effectiveness in this area and promote environments and methods of teaching conducive to supporting young people to display positive behaviours. Early intervention methods rely on the following processes, which direct the work of all Elysian staff on an individual basis.

- Knowledge of young person's needs, prior behaviours and incidents and any known triggers
- Risk Assessments
- Individual Learning Plans
- Education, Health and Care Plans
- Relevant curriculum work
- Regular Behaviour Review processes (SEN, EHCP reviews, etc.)

Anti-bullying

Through the proactive work that Elysian undertakes with all young people, anti-bullying education is embedded throughout the curriculum and therapies. An emphasis is placed on how to behave respectfully, kindly and thoughtfully, rather than a focus on how not to behave.

Cyber-bullying

All types of bullying are addressed through this pro-active approach. Particular emphasis is placed on cyber-bullying. A focus is placed on the Young People keeping themselves safe through being open and transparent about their online activities, setting boundaries in relationships and friendships and problem-solving theoretical problems before they happen. Staff at Elysian use our positive relationships with Parents and Carers to ensure we communicate incidents of potential cyber-bullying in a timely fashion. We offer advice and support to Parents/Carers on how to manage these incidents.

Prejudicial Bullying

Incidents of a prejudicial nature are recorded and support is put in place for both the victim and the person committing the bullying act. The victim is supported to discuss how they feel and ways forward. The person who has committed the bullying act is supported to understand why this type of bullying is particularly serious. Any form of bullying which involved prejudice against protected characteristics is treated extremely seriously and Parents/Carers of both parties are always informed.

How bullying is addressed

Due to the structure of the day, constant supervision and the high staffing ratios, incidents of bullying are rare at Elysian. However, where these do occur, they will always be challenged in the most appropriate way. A record is kept of any incidents

of bullying and parents/carers of both the victim and the young person exhibiting bullying behaviours are always informed.

Restorative approaches are used to ensure the victim is supported and the young person who has bullied them understands (as far as is possible) how they have made that person feel.

Any young person who is found to be exhibiting bullying behaviours will undertake targeted work in 1:1 sessions.

Where bullying behaviours persist over time, despite the interventions put in place, a review of the young person's placement will be undertaken. All young people have the right to feel safe and, as adults, we have a duty of care to protect them from physical and emotional harm.

Restrictive Physical Interventions

Elysian does not believe in the regular use of physical interventions and will ensure that every possible strategy will be used to avoid this. The use of any physical intervention will only be implemented as an absolute last resort to stop a young person harming themselves, someone else or an animal, or any serious damage to property.

A physical intervention is defined as some degree of physical contact and force to guide, prevent or restrict movement. All staff at Elysian are trained in 'Team Teach' and undertake refresher training every year to ensure best practice is maintained.

Where the use of physical intervention and other restrictive practice is the only safe course of action, it is guided by the following principals:

- It will only be used as a last resort where the use of positive behavioural strategies have not been effective in reducing the risk or the occurrence of a behaviour.
- Staff are adequately trained and competent to use physical intervention and must adhere to all safety measures.
- It will only be used where failing to act will place the child or young person or others at risk of harm.
- Children and young people have the fundamental right of freedom of movement and liberty and this will be central to all strategies that involve or are considered to involve the use of a restrictive measure.
- Staff have the right to work in a safe environment and be able to take action which is appropriate to maintain their wellbeing.
- All interventions in all contexts must be appropriate to the incident, be a proportionate response to the incident, use a proportionate degree of force, be the least restrictive option available, be respectful to the child or young person and be used for no longer than is necessary to prevent harm to the child or young person or to others.

All physical interventions are recorded using a numbered, non-editable system. They are reported to the Senior Leadership Team as soon as is practicably possible. They are reported to parents/carers before the young person leaves the site to return

home. Reports are created and entered into the system before the end of the day of the incident.

Straight after a physical intervention, emotional support and (if needed) first aid is offered and encouraged for all involved, both staff and young people. A debrief will always take place within 24 hours of the incident occurring (this may be longer if the incident has occurred on a Friday afternoon). This gives some time for emotions to be regulated and reflection to take place before decisions are made about moving forward.

The young person may need to take part in a restorative conversation or activity with those involved. They will be encouraged to take part in a reflective conversation about what happened, why it happened and what can be done in the future to avoid it happening again.

All RPIs lead to a review of the young person's risk assessment and positive handling plan.

RPI data is monitored on a termly basis by the Head of Education and the proprietors of Elysian. A report is also provided at each meeting of the Management Advisory Board, encouraging an open and honest dialogue about the use of RPIs at Elysian.

Risk Assessment

Based on information gained about previous behaviours, incidents and current needs, a robust risk assessment is drawn up which details the potential risks a young person may present during certain activities around the farm. The risk assessment then directs the learning environment and methods of working with the young person by agreed action and detail in the following areas:

- Strategies for managing behaviours
- Staffing Ratio / work with peers
- Most appropriate learning environment as appropriate
- Timetable most appropriate to needs
- Assessment regarding use of sharp objects in lessons
- Assessment regarding hot food / drink

All staff and volunteers sign up to working under the direction of the behaviour management strategies for each young person. These are reviewed and updated on termly basis and/or following an incident or near miss and whenever there is a significant change with the young person.

Task specific risk assessments are also carried out and used in conjunction with individual risk assessments to support Elysian in providing the most appropriate environment for young people to display positive behaviours throughout the day.

Structured control measures for staff include:

- Young people are supervised always whilst at Elysian; this includes breaks and lunch times
- All offsite education is pre-planned and agreed by the Executive Director which is discussed at morning briefing
- All staff are made aware in briefing meeting which young people will be in and out of the farm
- All staff are made aware in briefing of any expected meetings or visitors to Elysian

Should the Head of Education be unavailable, staff will be made aware of an alternative contact for advice / guidance on behavioural management.

Actions and Consequences

Elysian uses a variety of generic and individual strategies for managing unwanted behaviour and promoting positive behaviour. Positive behaviour will be promoted by pro-social modelling by all staff and volunteers, discussions with young people on expectations, reflections on previous incidents, ongoing work on behaviour management, encouragement and praise and use of appropriate learning environment and methodology relative to individual needs. Unwanted behaviours will be dealt with on an individual basis.

Elysian does not work in a punitive way but aims to support the young people in taking responsibility for their actions and to learn that there are always consequences to the actions they take and decisions they make.

Elysian aims to encourage and celebrate the success of all its young people in all areas of Elysian life, and to ensure that personal effort, commitment and achievement is acknowledged, rewarded and recorded. Just as undesirable natural consequences may arise from unwanted behaviours, so too can desirable consequences arise from positive behaviours. For example, remaining calm when facing challenges ensures a young person can continue with a favoured activity. On occasion, small rewards may be given in the form of prizes or certificates. Any prize given will always be recorded in a bound and numbered book, kept in the office. However, where possible, each Young Person will be encouraged to appreciate the value of a positive natural consequence as its own reward.

Involvement with Parents/Carers and other Agencies

Elysian seeks to involve parents/carers and other agencies in many aspects of behaviour management. Elysian will seek to share good practice in behavioural management with parents/carers, and other agencies in order that effective practice can be consistently employed for the benefit of the young people Elysian will also seek to gain knowledge on best practice from parents/carers and other agencies. This will be shared through IEP's, annual reviews of EHC Plans, multiagency meetings, home visits where appropriate and termly reports.

This policy will be reviewed annually by the Head of Education and the Management Committee.