

Ellingham Hospital School

Behaviour Procedure

Ellingham Hospital School

Ellingham Hospital
Ellingham Road
Attleborough
Norfolk NR17 1AE

31st August 2018

Review: 30th August 2019

Behaviour Policy Education

AIMS

The purpose of this policy is to create an atmosphere that is conducive for effective teaching so that learning can take place. Ellingham Hospital School recognises that clear, fair and consistent rules, boundaries and expectations play a vital part in aiding the educational, social, emotional, mental and physical development of young people.

At Ellingham Hospital School we believe in an ethos that creates a positive learning culture through encouragement, praise and consistent behaviour structure. This policy reflects that we believe in fairness, consistency and for students to have direct involvement in the development of their own behaviour.

STAFF EXPECTATIONS

The basic principles that all staff will:

- Adhere to the reward system of points earned for positive behaviour choices.
- Be clear and consistent with their expectations throughout a lesson/session.
- Use rewards and praise.
- Speak to all students in a positive way in every lesson.
- Not deal with pupils when feeling angry.
- Always address the behaviour of the pupil rather than the pupil him/herself.
- Always keep things in perspective and ensure that consequences implemented reflect the nature of the incident.

Role-Modelling

Staff members at Ellingham Hospital School are expected to be effective role models for the students. School Staff members are with the students for over 5 hours a day for 5 days a week during term time. It is vital that adults always conduct themselves in a professional manner as they play a pivotal role in the personal and social development of the students. All students at Ellingham Hospital School deserve to experience positive role-models in the form of predictable, reliable, consistent and caring adults, especially as this is something that many of the students may not have previously accessed.

Staff members will:

- Model to students, encouraging them to make appropriate choices.
- Put positive choices into action so that the students can see that doing the right thing has positive outcomes.
- Apologise when they have made a mistake and rectify it in an assertive, but sensitive manner.
- Make sure that they honour commitments and are reliable to demonstrate that self-discipline is an important facet in life. Students expect staff to do what they say they will do.
- Be respectful to property and to others.
- Be polite and use appropriate language at all times, listen intently, dress appropriately and get to lessons at the correct times.

- Treat each student as an individual and compensate for students' inflexibility whilst they are learning.

Ellingham Hospital's SCHOOL REWARD SCHEME

Rewards

Ellingham Hospital School believes that all students can achieve. Their positive behaviour, efforts and achievements will be recognised, celebrated and rewarded. Rewards are open to all and are not exclusive, however, they must be earned and not used to appease students or situations. Ellingham Hospital School uses rewards to encourage the frequency of positive behaviours in order to increase self-esteem and ingrain behaviour that will improve students' lifestyle at Ellingham Hospital School and in the wider community. Teachers are expected to congratulate and praise young people as required and follow the rewards system with their individual classes.

Ellingham Hospital's School Reward Scheme

Student's behaviour, attendance and engagement is tracked on a half hourly basis throughout the school day. Points can be earned for being on task, appropriate to staff, appropriate to peers and two individualised targets taken from their Positive Behaviour Support Plan targets for the term. At the end of the week a reward assembly is held. Certificates prizes are awarded to the student who has earned the most points overall, the most positive behaviour points, most improved attendance and the highest attendance. These rewards and assemblies are held on each of the two hospital wards.

The prize for the most points earned is a £5.00 school voucher. Students contribute toward the school reward catalogue of potential prizes they can work towards. As a lot of our students do not get to leave the hospital grounds, the school voucher can be exchanged for an item that a student requests, or, the voucher is saved in the school 'bank' and the total in cash is given to the Nurse in Charge on the ward at the end of term for the student to spend during the school holidays.

Prizes for the most positive behaviour points earned, most improved attendance and best attendance is an accumulation of bought items that again, the students can request be purchased for the reward box, they can choose from during assembly.

At the end of term there is an additional prize giving assembly where every young person receives a certificate to acknowledge progress in areas that have been recognised throughout the term. These are often subject specific certificates and recognition of improvements in attitude, behaviour, social skills and mental health.

We believe in creating a system that supports and encourages each individual to manage their learning and behaviour. Within this system there will always be some flexibility to meet the individual needs of the students. Targets for learning, engagement, attendance and communication are set with each student at the beginning of the week and are reviewed with the student at the end of the week. This ensures each student is aware of their areas to improve upon from which they can take some ownership and they are also made aware as to how their teacher is going to support them to achieve their weekly targets.

Each student is aware of where their targets are for the week and these are referred to throughout their week in school.

CONSEQUENCES

Consequences are deployed to help the pupil change their behaviour and for the good of the Ellingham Hospital School Community, preparing them for living within the community. Pupils are encouraged to reflect upon their actions and resolve their issues with their peers during their weekly key working sessions with their teacher.

The Behaviour System and consequences are in place to instil within students the recognition that in all areas of society there is a requirement for boundaries and acceptable behaviours. However, the ethos at Ellingham Hospital School is to promote achievement and good behaviour by a combination of incentives and achievement. Given the level of need of the students and their mental ill-health, fixed term exclusions are not given as a consequence. The ethos is that each young person is welcome to attend school and if undesirable behaviours are displayed they will be fully supported through this. With the degree of attachment difficulties the majority of our students experience, a fixed term exclusion would easily be misinterpreted by the student as a 'rejection' and would therefore reinforce their feelings of being 'unwanted'. This is why fixed term exclusions are not considered as an option

The behaviour tracking system recognises the most undesirable of behaviours:

- Bullying
- Damage to property
- Racism
- Refusing to attend lessons
- Sexually explicit or inappropriate language
- Violence, towards staff or students. (This includes '**play fighting**').

If there are occurrences of these behaviours during the day, if appropriate to do so, they are addressed with the student immediately. If not they are addressed during the student's weekly key working session at the end of the week. Careful and concise monitoring of undesirable behaviours are totalled at the end of each term and this data informs the student's Positive Behaviour Support Plan for the new term and targets are set with the student to address such behaviours.

Positive Behaviour Support Plans (PBSP)

The Positive Behaviour Support Plan is developed by the student's keyworker and class tutor. It considers all the information that is available about the students from parents/carers, social workers, LA and any other relevant professionals. It is also directly influenced by the observations and professional opinions of the education staff at Ellingham Hospital School. All students have a Behaviour Scale which describes presenting behaviours in varying degrees of severity and emotional dysregulation and the successful strategies that

enable the student to become regulated again. These are reviewed at least on a termly basis and are working documents as to when behaviours and/or strategies change.

The PBSP:

- Describes the trigger behaviours and cues that have been identified as having a high probability of starting a sequence of responses which usually lead to poor choices, loss of control and problem behaviours
- Defines preferred support strategies that should be used to help the student to manage his/her own behaviour to avoid the potential problem escalating
- Defines a positive handling strategy that should be deployed if:
 - i) The student fails to respond to the support strategy and the behaviour is dangerous.
 - ii) The student needs to be kept safe.
 - iii) Staff members are needed to manage the situation for him/her.