

POLICY TITLE:	Positive Behaviour Support
Policy Number:	ECS04
Applies to:	All Service Types: England, Scotland, Wales
Version Number:	03
Date of Issue:	02/11/2020
Date of Review:	30/11/2021
Author:	Quality Team
Ratified by:	Steven Ford, Trained Proact-SciPr Instructor
Responsible signatory:	Bonny Anderson, Director for Quality Assurance & Improvement
Outcome:	<p>This policy:</p> <ul style="list-style-type: none"> aims to ensure that children and young people are enabled to experience and develop positive relationships based on mutual trust and respect and a clear understanding of acceptable behaviour
Cross Reference:	<p>ECS26 Equality of Opportunity (including English as an Additional Language) OP06 Safeguarding Children OP06.1 Child Protection (Scotland) OP08 Safeguarding Adults H&S45 Prevention and Management of Violence at Work OP03 Complaints OP04 Incident Management, Reporting and Investigation OP05.2 MCA Deprivation of Liberty Safeguards OP21 Whistleblowing (Protected Disclosure)</p> <p>This policy is supported by the following key divisional policies: ECS05 Restrictive Intervention and Restrictive Physical Intervention ECS03 Countering Bullying ECS07 Necessary Searches ECS08 Rewards and Sanctions ECS13 Risk Assessments & Management ECS37 Exclusions ECS09 Police Involvement ECS33 Special Educational Needs</p>

EQUALITY AND DIVERSITY STATEMENT

Priory Group is committed to the fair treatment of all in line with the Equality Act 2010. An equality impact assessment has been completed on this policy to ensure that it can be implemented consistently regardless of any protected characteristics and all will be treated with dignity and respect.

In order to ensure that this policy is relevant and up to date, comments and suggestions for additions or amendments are sought from users of this document. To contribute towards the process of review, email LegalandComplianceHelpdesk@priorygroup.com

POSITIVE BEHAVIOUR SUPPORT

1 INTRODUCTION

- 1.1 In order to effectively implement this policy, each Education & Children's Services facility will have local procedures in place where necessary, which explain how this policy is applied and put into practice at Service level.
- 1.2 Template **ECS LP 04** is provided for this purpose and includes a key content checklist.
- 1.3 This policy should be used in conjunction with the related policies listed on the preceding page where applicable.

2 AIMS AND ETHOS

- 2.1 All Services seek to ensure that children and young people are enabled to experience and develop positive relationships based on mutual trust and respect and a clear understanding of acceptable behaviour.
- 2.2 All Services are expected to implement local processes and practices which place an emphasis on positive action to recognise, acknowledge and reward positive behaviour.
- 2.3 All services seek to appropriately reduce restraint in line with the aims of the national Restraint Reduction Network (RRN)

3 KEY COMPONENTS OF POSITIVE BEHAVIOUR SUPPORT

3.1 Values:

- (a) Prevention and reduction of challenging behaviour occurs within the context of increased quality of life, inclusion, participation, and the defence and support of valued social roles
- (b) Constructional approaches to intervention design build stakeholder skills and opportunities, and reject aversive and restrictive practices
- (c) Stakeholder participation informs, implements, and validates assessment and intervention practices.

3.2 Theory and evidence base:

- a) An understanding that challenging behaviour develops to serve important functions for people
- b) The primary use of constructional principles and procedures from behaviour analysis to assess and support behaviour change
- c) The secondary use of other complementary, evidence-based approaches to support behaviour change at multiple levels of a system

3.3 Process:

- a) A data-driven approach to decision making at every stage
- b) Functional assessment to inform function-based intervention
- c) Multi-competent interventions to change behaviour (proactively), manage behaviour (actively) and avoid Crisis (reactively)
- d) Implementation support, monitoring and evaluation of interventions over the long term

4 ROLES AND RESPONSIBILITIES

- 4.1 **Everyone** has a responsibility to ensure that the key components of positive behaviour support are embedded into plans for children and young people, and any additional expectations contained in local procedures.
- 4.2 **Service leaders** are responsible for maintaining the safety of all Service users through ensuring that colleagues are properly and sufficiently trained and skilled to meet the

behaviour support needs of their current client group.

4.3 **All colleagues** have at all times a responsibility to role model positive and acceptable behaviour.

4.3.1 Colleagues are expected to communicate to each child or young person expectations about behaviour and to ensure that the child or young person understands those expectations in accordance with their age and understanding and individual needs.

4.3.2 Colleagues are expected also to model and maintain at all times the 'five' Priory Group positive behaviours:

- (a) Putting people first
- (b) Being a family
- (c) Acting with integrity
- (d) Being positive
- (e) Striving for excellence.

4.3.3 Colleagues are also expected to:

- (a) Attend and apply all relevant positive behaviour support training provided for them
- (b) Raise concerns and ask questions in relation to positive behaviour support if they are worried or uncertain
- (c) Understand and ensure that children and young people must not be defined by their display of any challenging behaviour
- (d) Follow advice, and attend debriefs as required following incidents.

4.4 **Children and Young People** are expected to:

- (a) Ask for or indicate when they need support with their behaviour
- (b) Participate in accordance with their skills and understandings in planning and agreeing their individual positive behaviour support plans
- (c) Accept the help and guidance provided in relation to positive behaviour
- (d) Raise concerns and ask questions in relation to positive behaviour support if they are worried or uncertain.

4.5 **All visitors**, whether parents, carers, visiting professionals or employees are expected to:

- (a) Model positive and acceptable behaviour
- (b) Accept and follow any guidance provided should any incident of negative behaviour take place during their visit
- (c) Raise concerns and ask questions in relation to positive behaviour support if they are worried or uncertain.

5 ENSURING SAFETY

5.1 We recognise that positive behaviour may not always be displayed and that at times action may need to be taken to keep children, young people and other people safe. This may mean intervening to guide and coach towards positive behaviour, or physically intervening to keep people safe.

5.2 We recognise that ensuring safety is paramount.

6 RISK ASSESSMENT: MEETING INDIVIDUAL NEEDS

6.1 Each child or young person's Individual Risk Assessment will take into account management and mitigation of known and probable behavioural risks, and these will be aligned with their individual behaviour support plan. Individual Risk Assessments are reviewed regularly in accordance with local procedures.

6.2 Service Risk Registers account clearly and at the right level for known organisational risks pertaining to the positive and safe care/support of children and young people, for example;

environmental factors or staffing resource.

7 POSITIVE BEHAVIOUR SUPPORT PLANS: MEETING INDIVIDUAL NEEDS

7.1 Each child and young person has an Individual Positive behaviour support plan (or a plan which includes positive behaviour management and support planning) to meet their assessed needs.

7.1.1 This plan is regularly reviewed and updated in consultation with the child or young person and the key partners in their care and education, in accordance with local procedures. (This should be no less than three times each year, and following significant incidents).

7.1.2 Individual Positive behaviour support plans are collaborative, and are intended to enable and encourage each child or young person to take responsibility for their own behaviour, and to develop socially aware behaviours in accordance with their age and understanding.

7.1.3 Each child or young person should have access to their own plan in a format which is understandable and meaningful to them.

7.2 **Positive behaviour support plans include** the following key information:

- (a) Diagnoses
- (b) Triggers
- (c) Vulnerabilities
- (d) Risk behaviours
- (e) A profile of their skills and further learning required
- (f) Praise points
- (g) Diversions, distractions, and coping strategies
- (h) Communication needs
- (j) Strategies for success
- (k) Specific likely negative and risk behaviours and specific strategies for supporting and managing
- (l) De-escalation approaches
- (m) Active, proactive, and reactive approaches
- (n) Assessed Audit-based interventions agreed for safe use with the individual child/young person
- (o) Strategies to reduce the need for physical intervention

8 TRAINING AND SKILLS DEVELOPMENT

8.1 Service leaders will ensure that colleagues have access to, attend and participate in such training as is necessary for them to deliver effective positive behaviour management and support to the children and young people in their care.

8.1.1 This will include:

- (a) De-escalation skills
- (b) Communication skills
- (c) Proact-SciPr training and
- (d) Any specific training requirements identified in relation to particular Services or individually assessed needs.

9 LISTENING AND LEARNING

9.1 Debrief meetings following incidents are seen as a core source of information for informing and developing positive behaviour support and management. Children, young people and colleagues all have a right to participate in such debriefs, and should feel that their views are listened to and valued.

10 SUPPORTING COLLEAGUES

- 10.1 Regular colleague supervision meetings and debriefs following incidents are used to ensure that colleagues are supported to understand, reflect on and manage their own feelings and responses to the behaviour and emotions of children and young people. Colleagues have a duty to attend and participate in such meetings.

11 SPECIALIST SUPPORT

- 11.1 Where an EHC plan requires specialist behaviour support which is beyond the integral provisions of the Service, Service leaders have a duty to seek the required resources.
- 11.2 Where specific concerning behaviours not included and addressed in the EHC become evident, and suggest the need of specialist behaviour support which is beyond the integral provisions of the Service, Service leaders have a duty to identify the resourcing need to the funding authority and to work with them to address the resourcing need.

12 PHYSICAL INTERVENTION

- 12.1 Please refer to Policy ECS05 Physical Intervention for full details.
- 12.2 Physical Intervention is always considered to be a last resort, and may only ever be considered when there is a significant risk of injury to any person or significant damage to property, and there is no alternative method of mitigating these risks.
- 12.3 Physical intervention where used must be reasonable, proportionate, and use no more force than is necessary and for the shortest time possible.
- 12.4 The agreed approach to physical intervention used by the division is Proact-SciPr, or Team Teach while in a transition period, and the techniques taught within these programmes should be used.
- 12.5 Post physical restrictive intervention, the child or young person must be monitored (physical and mental wellbeing) between 24 – 72 hours, and observations recorded.

12.6 Recording and Reporting

- 12.6.1 Transparency, openness and candour will be promoted within the service through regular communication, training, and policy in order to demonstrate safe, effective, caring, and responsive services.
- 12.6.2 The service will monitor data showing the number of incidents reported where any of the following are highlighted:
- a) Physical restraint (including use of different physical intervention holds)
 - b) Exclusion
 - c) Short term isolation
 - d) Chemical restraint (rapid tranquilisation & PRN to modify behaviour)
 - e) Violence / aggression
 - f) BME related incidents involving physical intervention
 - g) Individual children/young people
- 12.6.3 Where restrictive physical intervention has been used these should be recorded within 24 hours of the incident (as with any incident – see OP04 Incident Management, Reporting and Investigation). It is expected that copies will be made available to parents/carers and that information is shared following a serious incident. The SLT should also be informed. Records should be kept in a safe place and all colleagues should have access to it. It remains an important legal document and should be treated as such. (Note that the Datix Incident Form is the primary incident reporting form for all incidents).

- 12.6.4 Schools/Colleges/homes should nominate a behaviour lead, Proact-SciPr Instructor or a Positive Behaviour Support practitioner where available, to monitor, analyse and take appropriate action in response to the use of physical intervention. Such analysis should consider equality issues including, age, gender, disability, culture and religion in order to make sure that there is no potential discrimination; the analysis should also have regard to potential child protection issues. Analysis should also consider trends in the relative use of physical intervention across different colleagues and across different times of day or settings. This analysis should be reported back to the SLT so that appropriate further action can be taken and monitored.

13 SANCTIONS AND REWARDS

- 13.1 Please Refer to Policy ECS08 Sanctions and Rewards for full details.
- 13.2 Priory Education & Children's Services believes in the principles of reflection and giving children and young people the opportunity to 'put things right' and seeks to adhere to these principles in relation to promoting and supporting positive behaviour.
- 13.3 Meaningful rewards and sanctions, and 'Consequences' are agreed at Service level and described in both local procedure and young people guides, taking into account each young person's age, abilities, understanding and individual needs. Sanctions and Rewards will always be proportionate, fair and reasonable.
- 13.4 All colleagues work to support children and young people in making positive choices and understanding consequences of actions and behaviour.
- 13.5 Sanctions which are **never** acceptable are:
- (a) Corporal punishment
 - (b) The restriction of contact and communication
 - (c) The withholding of food or drink, sleep, medication, personal aids and equipment required for a disability, clothes
 - (d) The requirement to wear distinctive or inappropriate clothing
 - (e) The imposition of a financial penalty other than reasonable reparation
 - (f) The imposition of group punishments for the behaviour of an individual
 - (g) The involvement of any child in the punishment of another.

14 COUNTERING BULLYING

- 14.1 Please Refer to Policy ECS03 Countering Bullying for full details.
- 14.2 All young people have a right to feel safe and happy at school and at home and in the community, and not to suffer bullying, intimidation or exploitation from any source. All Priory Services work to ensure that children and young people are effectively safeguarded from bullying and do not bully, intimidate or exploit others, understanding that bullying is always unacceptable.
- 14.3 To support this policy all colleagues, as part of their induction and ongoing training and professional development, receive training in recognising and managing bullying. This includes training in de-escalation of confrontations between children, understanding and communicating to children that bullying is always unacceptable, and skills development in relation to recognising incidents or indications of bullying and how to deal with them promptly and proactively.

15 NECESSARY SEARCHES

- 15.1 Please Refer to Policy ECS07 Necessary Searches for full details.
- 15.1 Occasionally searches and room searches for prohibited items may be necessary to ensure

safety and safeguarding. Such searches can only take place according to current national guidelines, with due regard for consent. Intimate searches can never be undertaken.

16 EXCLUSIONS

- 16.1 Please Refer to Policy ECS 37 Exclusions for full details.
- 16.2 The use of exclusion from Priory Schools and Colleges is a last resort and is only ever considered when all other options are ineffective. In all Priory Schools and Colleges extensive steps to resolve problems are taken prior to any consideration of the use of exclusion. Any such exclusion must adhere to current policy and legislation.
- 16.3 Children and young people can never be excluded from children's homes placements.

17 POLICE INVOLVEMENT

- 17.1 Please Refer to Policy ECS09 Police Involvement for full details.
- 17.2 Services should actively seek to minimise and avoid police involvement in relation to children and young people's behaviour wherever reasonably possible by using agreed individual strategies and techniques. In exceptional circumstances where immediate safety requires police involvement Services will act according to the police intervention policy a (ECS49) and their local procedures.

18 ANALYSIS AT SERVICES

- 18.1 Each Service will ensure a robust system is in place for analysis of behavioural incidents, and learning from findings which will be described in their local procedure.

19 POSITIVE BEHAVIOUR SUPPORT LEADS

- 19.1 Each Service, or small cluster of Services will nominate a colleague to act as their Positive behaviour support Lead, or this may be encompassed in the responsibility of the Proact-SciPr Instructor for the service.

20 GOVERNANCE AND MONITORING

- 20.1 Governance and Monitoring at divisional and group level takes place through regular reviews of incidents. Key review groups include:
- (a) Incident Review Focus Group
 - (b) Divisional Safeguarding Governance Committee
 - (c) Group Safeguarding Committee.
 - (d) Group Reducing Restrictive Practice Committee
- 20.2 See also policy ECS13 Risk Management
- 20.3 Information sources used to support and inform effective governance and monitoring include:
- (a) Incident reports
 - (b) Independent visitor reports
 - (c) Managers' Self-Assessments
 - (d) Governance reports
 - (e) Student and stakeholder feedback
 - (f) Complaints.

21 REFERENCES

Care Standards Act 2000
Children Act 2004

Children's Homes Regulations 2015
Children's Homes (Wales) Regulations 2002
Equality Act 2010
Education and Inspections Act 2006
The Education (Independent School Standards) (England) Regulations 2019
Health and Social Care Act 2008 (Regulated Activities) Regulations 2014
CQC (2015) Guidance for Providers on the Meeting Regulations
DfE (2011) The Use and Effectiveness of Anti-Bullying Strategies in Schools
DfE (2014) Preventing and Tackling Bullying
DfE (2014) Behaviour and Discipline in Schools
DfE (2015) Residential Special Schools: National Minimum Standards
DfE (Current Version) Keeping Children Safe in Education
DfE (2015) Guide to the Children's Homes Regulations including the Quality Standards
Scottish Government (2018) Health and Social Care Standards: My support, my life
Scottish Government (2017) A National Approach to Anti-Bullying for Scotland's Children and Young People
The Regulated Services (Service Providers and Responsible Individuals) (Wales) Regulations 2017, Welsh Statutory Instrument 2017 No.1264 (W.295)
(Wales) Regulations 2017 (Parts 3-20): Published 2019 Statutory Guidance to The Regulated Services (Service Providers and Responsible Individuals)
Welsh Government (2011) Respecting Others
DH (2014) Positive and Proactive Care: Reducing the need for restrictive interventions
BILD
Restraint Reduction Network Training Standards 2019

Associated Forms:

ECS Form: 04 V02 [Individual Behaviour Support Plan Audit tool](#)
ECS Form: 05A V01 [Annual Review of Behaviour Support and Restrictive Interventions](#)
ECS Form: 05B V01 [Vulnerability Assessment](#)