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Behaviour Policy

September 2024

**Aims and Objectives**

To establish systems and practices which will:

* promote regular attendance thus offering all students equal access to learning.
* create an ethos in which good attendance is recognised as normal;
* promote a good learning environment since this provides the best incentive for young people who attend the P4YP CIC Alternative Provision;
* raise awareness of the importance of punctuality and uninterrupted attendance and encourage a sense of responsibility in young people ;
* encourage young people to have more involvement in attendance issues;
* monitor and provide effective information on levels of attendance and punctuality concerning young people who attend the P4YP CIC Alternative Provision;
* maintain an effective partnership with the young person’s school in relation to education;
* develop mutual co-operation between home, school and P4YP CIC in encouraging good attendance and in addressing attendance issues;
* recognise, reinforce and support the key role of the Progress Mentor in promoting and monitoring good attendance;
* ensure that time and organisation within P4YP CIC enables the aims and objectives of this policy to be met.

At Positive 4 Young People Community Interest Company (hereafter, P4YP CIC), we provide alternative provision in our Alternative Provision for young people who are struggling to access mainstream education effectively and some may have issues with challenging behavior.

This policy is an integral part of our operational activities and it applies to all members of the P4YP CIC community.

Our ethos is to provide every young person who is referred to us to access a varied timetable of learning opportunities. Emphasis is placed upon developing strategies to support learning and challenging forms of behaviour and preparing them for their future.

Our behaviour policy outlines how staff at P4YP CIC create and maintain good order and relationships through positive approaches. This policy on dealing with challenging behaviour forms the heart of our overall behaviour policy.

**Purpose of this Policy**

This policy aims to give all young people accessing our provision clear guidance so that any challenging behaviour is met in a way that supports the values and principles described above. The Director will be responsible for ensuring that staff and parents are aware of the policy and will ensure that any necessary training/awareness-raising takes place so that staff know their responsibilities.

**Overall Aims**

We aim to create a calm learning environment in which each individual is consistently valued, affirmed, encouraged and praised. Each young person will be encouraged to work to achieve their full potential at all levels, whether academic, practical, behavioural or emotional.

**Principles**

An effective behaviour policy is one which is both PREDICTABLY and CONSISTENTLY APPLIED. It is mindful of the rights and responsibilities of the whole community and is based on the above philosophy. To achieve this it must be based on positive principles. Ultimately it will be developed by consultation with the whole community and linked with each individual’s explicitly stated targets.

Our values as based on our ethos include:-

      Mutual respect

      Respect for property

      Fairness and honesty

      Care for and consideration of others

      Self-respect

      Self-discipline

Rights implicit in these values include:-

      The right to be safe

      The right to be heard

      The right to fair treatment

      The right to be treated with respect

      The right to be able to learn/teach/work without unnecessary interruption

Every member of the provision needs to take responsibility for protecting these rights for both themselves and others.

**Code of Conduct**

Young people accessing our support centre need clear and concise guidelines for behaviour - we will operate with three clear concise and positive rules:-

      Be polite

      Follow staff instruction

      Keep hands, feet and objects to myself

These are displayed, discussed and reinforced wherever and whenever necessary. It is understood that with our pupils these rules will need positive reinforcement at all times.

In addition we have a range of expected behaviours for young people throughout the timetabled day they attend. These include:-

      Take pride in work and tasks

      Treat everyone with respect

      Remain within the bounds of the school

      Attend regularly and be punctual

      Abide by the signed code of conduct (below)

These rules and expectations will be open to discussion from time to time where consultation is open for all to engage in.

Again, consistent repeated and positive reinforcement of these expectations will be required in order to support young people in achieving these expectations. Some prohibitions are necessary for clarity and in order to make clear to young people where tolerance stops but these will be kept to a minimum and always positively reinforced.

All young people will have a timetable which will allow for strategies such as one-to-one teaching and learning activities planned for their specific needs. Behaviour management will form part of this timetable where there is a need and young people will have access to a 1:1 personal development practitioner.

All young people will have support plans which will include one behavioural target. These targets will be regularly reviewed and achievement rewarded. All staff will be aware of an individual’s target and will be supporting the young person in achieving their target.

Our programme will be specifically tailored to address issues that arise for example, sessions on building self-esteem and dealing with bullying.

**Staff**

All staff need to be aware of this policy in order to be able to support each other in the management of young people whilst attending the CSC.

Training needs of staff should be regularly audited and appropriate courses taken.

When staff have dealt with a pupil in crisis they too need time to ‘chill out’ before returning to work or – more importantly – writing up any incident. Incidents should be written up as factually and clinically as possible without the use of emotional language.

**Parents and Carers**

At P4YP CIC we see parents and carers as a vital component in the addressing of behavioural issues. We offer a wide range of counselling and staff are happy to discuss with families any interventions to address family worries. We will do an end of programme review with the young person, school and parent/carer to go through progress, achievement and any areas of concern.

**Monitoring**

Attendance is monitored which will show trends that can be tackled. Ideally any unexpected absence will immediately result in a phone call to parent/carer on a daily basis.

This Policy to be a permanent item on staff meeting agendas and changes made where and when required.

**Review**

This policy will be reviewed annually by the Directors, staff and the Management Committee of P4YP CIC.