Behaviour Policy

Policy Statement

Our behaviour policy helps us to create a caring, stimulating and safe environment in which staff and students can work and play safely. We have a behaviour policy to reward good behaviour and to have clear steps to improve negative behaviour. On enrichment days when schools may book a whole day and send staff they will take the lead on using their school behaviour policy.

Aims of the policy

- To create a culture of exceptionally good behaviour: for learning, for community for life
- To ensure that all students are treated fairly, show respect and to promote good relationships.
- To help students take control over their behaviour and be responsible for the consequences of it.
- To build a community which values kindness, care, good humour, good temper, obedience and empathy for others.
- To promote community cohesion through improved relationships.
- To ensure that excellent behaviour is a minimum expectation for all.

Purpose of the policy

- To increase self esteem of students
- To develop respect for themselves and for others
- To build confidence in making the right choices

Overview of the policy

This Behaviour Policy describes the high expectations that students, staff and parents can have of The Joseph Trust in terms of:

Basic rules – how we expect everyone to behave at The Joseph Trust

Support – how we will support students in order that their behaviour can be positive

Rewards – how we will encourage positive behaviour through a consistent reward system

Sanctions – how we will respond if students break the rules

Basic Rules

The Joseph Trust wants everyone to be able to achieve academic, emotional and social success. In order for this to happen we need practical and clear basic rules. These are the universal expectations – what we expect everyone to do.

Be Kind
Be Safe
Have Fun

In the following pages each of the Basic Rules will be described in more detail.

Joseph Trust Expectations

To be displayed in the workshop:

- Everyone has the right to be here, to be kept safe, so treat each other decently
- Treat the animals so they feel safe and are protected from harm
- No riding on the main road on a bike or go kart
- No smoking or vaping
- No taking pictures or videos of people
- No damage to property on the farm

Be Kind

Why is this important?

Everyone is happier if they are in an atmosphere of friendliness and courteous behaviour. No-one likes to be spoken to rudely or shouted at. Rude behaviour does not lead to success in life but friendly and kind behaviour does lead to success in many ways.

What does this basic rule look like day to day?
We do not speak to each other aggressively. We provide a calm working environment. We do not bear grudges, but start each day with a clean slate. We do not disrupt each other's learning. We are gentle with the animals. We feed the animals and check they are healthy. We don't make any sudden movements when we are near the animals. We talk quietly and calmly to the animals.

How will we help you?
We will model this behaviour consistently for you. We will provide a calm environment to work in. We will give you time to calm down if necessary. We will listen to your point of view. If you don't want to hold the animals any more we will take them off you to help you feel more comfortable.

How will you know if you are meeting this ground rule?
You will be praised by staff.

What will happen if you fail to meet this basic rule?

- You will be missing important opportunities to work with others. This will often make you feel unhappy.
- You will be given reminders of what we mean by being kind.
- You will be warned if your behaviour is becoming rude or unkind.
- You will be given a range of choices about what to do next to help you calm down

and move on. The way the teacher will do this is by speaking to you quietly and calmly, using the phrase “It’s your choice”.
- If you continue to be rude or unkind you will be asked to speak to the Manager. This person will try to work with you to solve the problem.
- If you still show that you are not ready to be polite and friendly your parents/carers will become involved.
- We never want to send you away from The Joseph Trust but you may be asked not to return until your school and The Joseph Trust think it is safe for you to do so.

Be Safe

Why is this important?
The Joseph Trust is based on Rossmoor Grange which is a working farm. It is important for you to be aware of what is around you and how you can behave to ensure everyone is kept safe. If we are not safe then this increases the risk of someone getting hurt.

What does this basic rule look like day to day?
We don’t run off from the teachers or other students. We look carefully where we are walking and running checking with the teachers if it is a safe area. When using equipment we listen to the teachers instructions and follow them correctly.

How will we help you?
We will model this behaviour consistently for you. We will provide safe areas for you to play, walk, run and explore. We will give you space to express yourself and try out new activities in a safe environment. We will help you behave in a safe manner around all the animals.

How will you know if you are meeting this ground rule?
You will be praised by staff.

What will happen if you fail to meet this basic rule?
- You will be missing important opportunities to work with others. This will often make you feel unhappy.
- You will be given reminders of what we mean by being kind.
- You will be warned if your behaviour is becoming rude or unkind.
- You will be given a range of choices about what to do next to help you calm down and move on. The way the teacher will do this is by speaking to you quietly and calmly, using the phrase “It’s your choice”.
- If you continue to be rude or unkind you will be asked to speak to the Manager. This person will try to work with you to solve the problem.
- If you still show that you are not ready to be polite and friendly your parents/carers will become involved.
- We never want to send you away from The Joseph Trust but you may be asked not to return until your school and The Joseph Trust think it is safe for you to do so.

Have Fun

Why is this important?
One of the ways students learn best is when they are enjoying themselves and are learning as they are having fun. If we follow the first two basic rules then everyone will have an opportunity to have fun as they feel valued and safe at The Joseph Trust.

What does this basic rule look like day to day?
We will see lots of smiles and laughter throughout the day. We will learn new skills and have

a sense of achievement that we have enjoyed the day. We will be feeling valued and safe to smile and laugh if something doesn't go to plan or the way we expected.

How will we help you?
We will encourage you and be positive with you to help you feel safe and valued. We will support you if things don't go to plan and find the positives in those situations. We will smile with you and help you have fun in the environment.

How will you know if you are meeting this ground rule?
You will be praised by staff.

What will happen if you fail to meet this basic rule?

- You will be missing important opportunities to work with others. This will often make you feel unhappy.
- You will be given reminders of what we mean by being kind.
- You will be warned if your behaviour is becoming rude or unkind.
- You will be given a range of choices about what to do next to help you calm down and move on. The way the teacher will do this is by speaking to you quietly and calmly, using the phrase "It's your choice".
- If you continue to be rude or unkind you will be asked to speak to the Manager. This person will try to work with you to solve the problem.
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- We never want to send you away from The Joseph Trust but you may be asked not to return until your school and The Joseph Trust think it is safe for you to do so.

Rewards

As well as verbal praise by staff The Joseph Trust thinks it is important to give tangible rewards as well. This will come in the form of end of half term certificates for general successes. End of term certificates for more specific successes. Phone calls home to parents for exceptionally good behaviour.

Phones and E-Safety

In line with the Keeping Children Safe in Education 2026 policy the Joseph Trust is a mobile phone free site. We appreciate students may bring phones to the Joseph Trust as they are travelling a long distance from their homes. It is expected that students hand their phones in at 10am to a member of staff and will be placed in a plastic wallet with their name on it. Mobile phones will be collected at the end of the day.

Students are not allowed their phones to be used while on site at the Joseph Trust. If phones are taken out of their bags and used then they will be encouraged to put them away. If a student does not put the phone away their parents and commissioning school will be contacted at the end of the day. Staff are not to remove the phone from the student. If the student brings the phone again and refuses to put it away then they will be excluded from the Joseph Trust for their next visit. The commissioning school and parents will be contacted and the rule on mobile phones will be reiterated.

Students might use the staff laptop for viewing pictures or images taken with the nature camera.

Exclusions

An exclusion from the Joseph Trust will occur if:

- A student is violent towards a member of staff or volunteer or another student
- A student does any form of smoking
- A student does deliberate damage to anything on the Joseph Trust or farm land

The exclusion can be for one day or permanent depending on the actions of the student. The commissioning school will be contacted to inform them of the exclusion and support the Joseph Trust in challenging the negative behaviour. If the student shows no improvement in their behaviour or is unsafe in the environment the Joseph Trust will recommend to the commissioning school that the provision is unsuitable for the student, therefore will not be able to attend anymore. The commissioning school may enforce their own exclusion and Joseph Trust will fully support this.

Positive handling

Staff and some volunteers are trained in teamteach positive handling techniques. They have undergone de-escalation training and are aware of techniques to use minimum amount of contact for a limited period of time. Please refer to the positive handling policy.

Absconding Students

In the unlikely event that a student absconds from the Joseph Trust then there is a procedure to follow if the event takes place. A current deterrent is that the staff to student ratio is high therefore students have limited opportunities to wonder off on their own.

Where a student attempts or is seen to be leaving the site premises without authorisation the following procedures should be followed:

Staff must follow the student to the perimeter fence or gate and must try to persuade the student to stay on the site.

At all times staff must be aware that active pursuit may encourage the student to leave the immediate vicinity of the site and may also cause the student to panic, possibly putting him or herself at risk by running onto a road, for example.

If the student has left the immediate vicinity of the site, the commissioning school office and link to the student must be contacted immediately. Staff will follow the student and engage in a local search, following the pupil at a safe distance if in view.

Additional staff may join with the search in a car if there are enough staff on site to supervise the other students.

The manager will contact the students parents and guardians

If the staff following lose sight of the student or the student threatens the member of staff then the police will be contacted with the exact location that they lost site of the student and the clothes the student is wearing.

The commissioning school will be kept up to date with the whole proceedings.
Where a student disappearing from the view of staff the following procedures must take place:

Staff have 5 minutes to conduct all the searches before contacting Humberside Police.

A search of the area where the student was last seen and/or where the student said they were going e.g. the toilets.

All outbuildings to be searched by members of staff and behind any obstacles

If the student is not found and there is no sight of them then the commissioning school, police and parents of the student must be contacted. Reminder this is to be done within 5 minutes of realising the student has gone missing.

Procedure when the absconding student returns

A full report of the incident from the beginning to the final outcome and a review of any changes that would have helped prevent it happening.

A meeting with the commissioning school and students parents to discuss the incident before the student is allowed back on the Joseph Trust site.