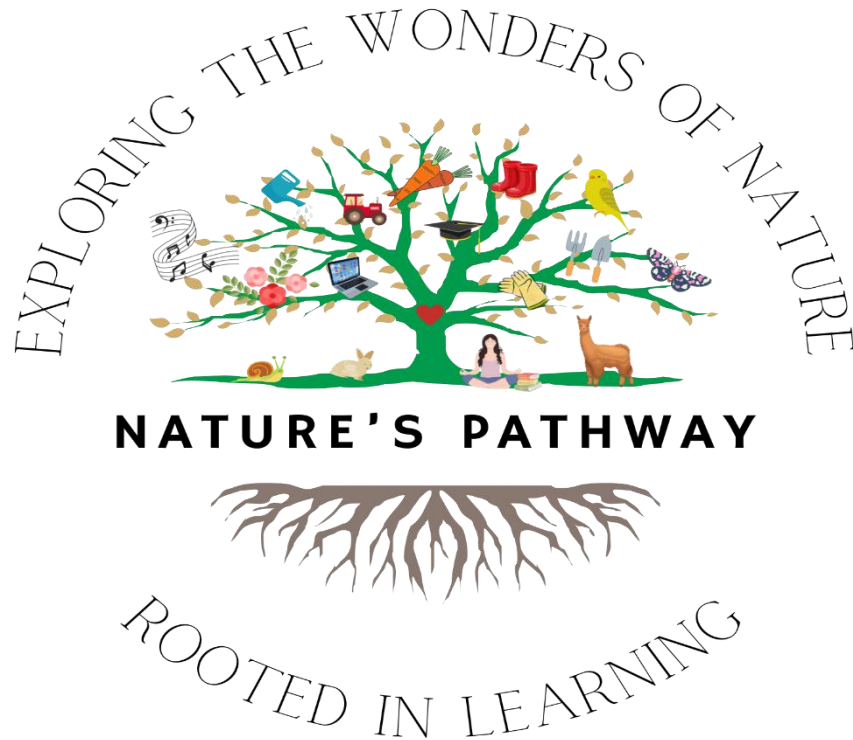


# Natures Pathway



## Behaviour, Wellbeing and Engagement Policy

Commencement Date: 06<sup>th</sup> January 2025

Review Date: 06<sup>th</sup> January 2026

Signed: Mrs N Butler

**Rationale:**

Promotes a caring and supportive environment. We aim to promote positive behaviour, mental health and wellbeing for everyone by using both universal, whole Provision approaches and specialised, targeted support. We endeavour to enable all members of the Provision community to feel safe and happy in order to promote positive behaviour and wellbeing in all areas of Provision life. Our Provision promotes a reflective, open and compassionate culture whereby everyone in the Provision community feels valued and able to approach each other for support and guidance. At Natures Pathway we believe that challenging behaviour is a communication of unmet needs. We understand that young people learn best within positive, trusting relationships and this informs our approach to managing and changing behaviour. We expect staff to work to identify the need and provide appropriate support to meet needs and address these barriers to successful engagement at our provision, their school community and the wider community

**Aims The Policy Aims to:**

- Promote positive behaviour, mental health and wellbeing through our vision of Safe, Supportive, Positive engagement.
- Increase the understanding and awareness of behaviours presented by young people linked to specific needs and how to respond to these appropriately.
- Alert staff to early warning signs of concerns or changes in mental health.
- Provide support to staff working with young people with specific needs or mental health issues.

Positive Behaviour and Wellbeing Promoting Positive Behaviour and Wellbeing The staff at Nature Pathway recognise and highlight good behaviour as it occurs, thereby constantly reinforcing appropriate behaviours and offering praise for those getting it right. We also encourage young people to be responsible for their own behaviour by giving them opportunities to discuss their behaviour with adults and their peers and by promoting positive role models.

**Reward Systems:**

- Praise Postcards
- Certificates
- Letters and Phone calls home
- Spot Prizes
- Reward Trips Good behaviour, making positive choices and progress will always be recognised at Natures Pathway. Young people thrive on praise and encouragement, particularly when they have had an unsettled period of behaviours

**Curriculum, Teaching and Learning Timetable Amendments:** At Natures Pathway we recognise that young people can experience a period of crisis and require a more intensive support package to enable them to engage in their curriculum. The Natures Pathway Team will work with young people, parents and other professionals to ensure that the young person is able to access an adapted and personalised curriculum where appropriate to meet their needs. This is often designed to be a short-term arrangement which provides the young person with more intensive support for a period of time. Timetable Amendments are reviewed at regular intervals and amended or updated as required.

**Risk Assessments:** Young people attending The Natures Pathway Provision will come with a Risk Assessment for their host school. Natures Pathway will work closely with parents and other agencies, e.g. Educational Psychologists to ensure the young person is supported in developing self-regulation strategies through our programme delivery. The Natures Pathway Team will monitor and record any changes to behaviour throughout the programme and offer schools an updated Risk Assessment upon their return. There may be the need to create a different Risk Assessment for onsite and offsite activities.

**Educational Visits:** Prior to any educational visit or reward trip visit a Risk Assessment should be undertaken. Individual Risk Assessments should be considered for all offsite activities. Teaching about Mental Health: The Natures Pathway Team will workshop skills, knowledge and understanding needed by our young people to keep themselves and others physically and mentally healthy and safe as part of our Provision Programmes. The specific content of lessons will be determined by the specific needs of the cohort we're teaching but there will always be an emphasis on enabling students to develop the skills, knowledge, understanding, language and confidence to seek help, as needed, for themselves or others. We will follow the PSHE Association Guidance to ensure that we teach mental health and emotional wellbeing issues in a safe and sensitive manner which helps rather than harms

**Responding to Behaviour and Wellbeing Ethos and Environment:** In addition to promoting positive mental health and wellbeing, we aim to recognise and respond to mental ill health. In an average classroom, three children will be suffering from a diagnosable mental health issue. By developing and implementing practical, relevant and effective responses and procedures we can promote a safe and stable environment for young people affected both directly, and indirectly, by mental ill health. It is important to note, however, that there may be some incidences where the young person requires more specific and intensive support than the Provision is able to offer. In this instance, a Review will be held to discuss a suitable alternative to allow the young person to access the support they need. Targeted 1:1 support can be offered to

address any sensitive issues that young people would prefer to discuss or unpick in a smaller forum.

The Natures Pathway Team are all trained in recognising potential warning signs of deteriorating mental health and will report any changes to the host school, discuss these concerns with parents/carers and a 1:1 session with the young person will be put in place so we can discuss any concerns or possible triggers.

**Possible warning signs include:**

- Physical signs of harm that are repeated or appear non-accidental
- Changes in eating/sleeping habits
- Increased isolation from friends or family, becoming socially withdrawn
- Changes in activity and mood
- A decline in academic achievement
- Talking or joking about self-harm or suicide
- Substance or alcohol abuse
- Expressing feelings of failure, uselessness or loss of hope
- Changes in clothing – e.g. long sleeves in warm weather
- Secretive behaviour
- Skipping PE or getting changed secretly
- Lateness to or absence from Provision
- Repeated physical pain or nausea with no evident cause
- An increase in lateness or absenteeism.

NB, If there is a fear that the student is in danger of immediate harm then the normal child protection procedures should be followed with an immediate referral to the Designated Safeguarding Lead. If the student presents a medical emergency then the normal procedures for medical emergencies should be followed, including alerting the first aid staff and contacting the emergency services if necessary.

**Signposting:** We will ensure that staff, young people and parents are aware of sources of support within provision, host school and in the local community through the Local Offer. Parents are often very welcoming of support and information from the Provision about supporting their children's emotional and mental health, guidance and support can be found on our website under signposting.

**In order to support parents, we will:**

- Highlight sources of information and support about common behavioural or mental health issues on our Provision website
- Ensure that all parents are aware of who to talk to, and how to get about this, if they have concerns about their own child or a friend of their child
- Share ideas about how parents can support positive wellbeing in their children
- Keep host school and parents informed about the wellbeing topics their young people are learning about with the provision on our weekly feedback reports. We will display relevant sources of support in areas within the Provision and will highlight sources of support to young people and parents within relevant parts of the curriculum.

**We will aim to support young people and their families to know:**

- What help is available?
- Who is it aimed at?
- How to access it?
- Why to access it?
- What is likely to happen next and support we can provide?
- How will this help?

**Recording and Reporting:** Recording and reporting incidents of behaviour is integral to the reflective culture of The Natures Pathway Provision. Effective recording enables data to be analysed and appropriate strategies to be implemented in order to improve behaviour and engagement of students. All incidents should be recorded within 24 hours of them taking place. When recording staff should consider the possible reasons for the incident taking place, successful interventions, and the outcome. Natures Pathway staff will inform parents/carers and host school/local authority of incidents and outcomes in a timely manner

**Natures Pathway categorise incidents as:** - High Level Incidents - Medium Level Incidents - Low Level Incidents. For Example:

- Low Level Incidents should be recorded on the student file and will not require a follow up beyond including information on weekly Pastoral Reporting sheet/update phone call.
- Medium level incidents should be recorded on the student file and the follow up box should be ticked in order for the incident to be brought to the attention of Parents/Carers and host school, this type of incident may also require a specific intervention or reflection exercise.

- High Level incidents should be recorded on the student's file, Parents/Carers and host school informed, with young person being asked to work 1:1 for the remainder to the day or to leave site with Parental consent as an investigation into the incident may need to take place. If this is the case the young person will be asked to stay at home until the investigation is concluded and a review of the placement has been completed.

Reviews are managed on a case-by-case basis and may include the young person, parents/carers, host school and Natures Pathway staff. The aim of the review is to ensure the wellbeing of all involved. The Review will allow for discussion and decision about the future of the placement and if it is to continue will enable relationships to be rebuilt in order to move on with the future support of the young person.

**Absconding:** Where a young person indicates their intention to leave the premises any member of staff may try the use of verbal negotiation try to retain the young person. Where this procedure fails to be effective and the young person leaves the premises a member of the team will follow to monitor the situation and to talk through any triggers the young person may have had. Natures Pathway staff will inform parents/carers and host school of the incident both at the time and later in the day. If a young person is not home after their school day, Parents/Carers should inform the police and file a missing person's report and inform the provision.

**Confiscation of Inappropriate Items:** All young people attending the Natures Pathway provision will be expected to hand in their phones / bags / possessions at the start of the day to be kept in their locker until the session ends. If a member of staff deems, and has sufficient evidence to support, that a young person has an item that can cause considerable harm or is a prohibited item they have the right to confiscate the item. Where collection is appropriate the item/s can be collected by parents in a formal setting.

**Staff in Provision have the power to search a young person if there is evidence to suggest they have the following items:**

- Knives
- Alcohol
- Illegal drugs
- Stolen items
- Tobacco/Cigarettes/Vapes
- Fireworks
- Pornographic images (e-safety cause of concern to be completed)

- Mobile phones
- Other items that may cause harm or offence

At Natures Pathway we pride ourselves on our understanding of our young people and this good understanding should be used to support any judgements made regarding the intent of a young person using items for inappropriate use or in order to cause harm to others.

Risk assessments are updated for any child that may display behaviour that could result in the use of items inappropriately or for the use to harm in order to minimise risk to themselves and others. Weapons and Knives, drugs and extreme or child pornography will be handed over to the police.

Occasionally, a search of Learners' clothing or possessions may be necessary – e.g. coats, bags etc for weapons or any item that might endanger the young person or others – including flammable items, materials. If it is suspected that a young person has secreted drugs on his/her person, then the police should be notified.

**Exclusions:** If a situation arises where a young person is not making progress towards improving their behaviour and engagement as a result of an extensive behaviour plan and support then a permanent exclusion may be deemed appropriate. It is likely that review meeting will have already taken place before a permanent exclusion is considered and this will have been discussed with Provision, parents, professionals and the host school/local authority. There may also be extenuating circumstances where an exclusion may be considered. This could be in response to a very serious incident such as an assault on a member of staff, an unprovoked attack on another pupil, the use of drugs, bringing an offensive weapon into Provision or blatant disregard for the Provision's authority

Physical assault on staff

- Physical assault on peer/s
- Verbal abuse of staff
- Verbal abuse of peer/s
- Abuse of public venue
- Bringing in prohibited/illegal items
- Bullying
- Drug Abuse
- Persistent disruptive behaviour

In the case that our behaviour policy is not being adhered to we will hold a review meeting including host school and where appropriate parents/carers.

**Possible Outcomes:**

- Modified timetable.
- Moved to a different venue to work 1:1 (Outreach Provision - at an additional cost).
- Suspension and subsequent reintegration timetable.
- Permanent Exclusion from the Provision if behaviours are deemed unsafe and the young persons need cannot be met. Young people will have their places terminated and will be referred back to their host school/local authority

The Nature Pathway Provision reserves the right to terminate the place of a young person if their behaviour is deemed unsafe or if their behaviours show no progression in meeting the provisions culture and ethos.

**Staff Development:** As a minimum, all staff will receive regular training about recognising and responding to behaviour, wellbeing and mental health issues as part of their regular training during the academic year and additional CPD will be supported throughout the year where it becomes appropriate due to changing needs of the young people. Where the need to do so becomes evident, we will host twilight training sessions for all staff to promote learning or understanding about specific issues related to mental health. It is important to remember that there is not a 'one size fits all' approach to managing behaviour and wellbeing. Each young person will present with different needs and responses and the approach to each individual should be bespoke and positive in approach.

Signposting for Behavioural and Mental Health Support: For advice and support you can contact The Natures pathway Team at [info@naturespathway.co.uk](mailto:info@naturespathway.co.uk) or come in and see us to discuss any concerns you may have. Alternatively, you can go online;

**we recommend:**

Base 25 – [www.base25.org](http://www.base25.org)

Being Well – [www.beingwellcharity.co.uk/anger-management](http://www.beingwellcharity.co.uk/anger-management)

CAMHS – [www.blackcountryhealthcare.nhs.uk/our-services/specialistcamhs/wolverhampton-camhs](http://www.blackcountryhealthcare.nhs.uk/our-services/specialistcamhs/wolverhampton-camhs)

Centre 33 – [www.centre33.org.uk/help/anger/](http://www.centre33.org.uk/help/anger/)

Family Lives – [www.familylives.org.uk](http://www.familylives.org.uk)

Mental Health Foundation – [www.mentalhealth.org.uk](http://www.mentalhealth.org.uk)



Mind –[www.mind.org.uk](http://www.mind.org.uk) Turning Point – [www.turning-point.co.uk](http://www.turning-point.co.uk)

Wolverhampton IASS – [www.wolvesiass.org](http://www.wolvesiass.org) Young Minds – [www.youngminds.org.uk](http://www.youngminds.org.uk)

We have further online support guidance on our website: [www.naturepathways.co.uk](http://www.naturepathways.co.uk)

This policy was last reviewed on: 6th January 2025

Signed: N Butler

Renew Date 6<sup>th</sup> January 2026 or as needed