



## Achieve & Nurture Limited Student Behaviour Policy

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<b>KEY PERSONNEL</b>			
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### **INTRODUCTION**

Achieve & Nurture Ltd is committed to providing positive social and emotional outcomes for its students; whilst keeping them, and staff safe. This policy outlines our expectations for positive behaviour from students attending our provision and provides a guide to students about the consequences if these expectations are not met.

Alongside this policy, a visible list of basic expectations is clearly displayed on the wall at our provision and students will be reminded of these regularly.

We feel it is an important part of their social, emotional and communicative learning to recognise, manage and take responsibility for their own behaviours. We understand



that certain factors can affect behaviour and ability to manage this, and therefore each student is treated on an individual basis. These factors are always considered when choosing how to manage behaviour and decide on a consequence. Students struggling to regulate behaviours have the opportunity to access a quiet room to encourage de-escalation before an incident arises.

Students will be offered the chance of some outdoor time in the park with their key worker to help regulate unless we are concerned they will abscond. Staff are trained to recognise when intervention is needed prior to an incident escalating and will always use this experience to help a student who is in crisis. The aim of this is to help avoid an incident of unacceptable behaviour occurring.

## REWARDS AND PRAISE

At *Achieve & Nurture Ltd*, recognising students' positive choices and behaviour is of the utmost importance. We are committed to building each student's self-confidence and self-awareness, while promoting positive relationships and experiences within our setting.

We believe that every achievement matters, no matter how small it may seem. For this reason, celebrating and rewarding students' successes is a priority. Recognition may include:

- **Verbal praise and acknowledgement** from staff.
- **Positive phone calls home** to share successes with families.
- **Written recognition** recorded on the student's file.

We recognise that students' achievements and behaviours differ depending on individual needs and circumstances. All recognition is therefore monitored and tailored on an individual basis.

Positive choices and behaviours that go above and beyond expectations will be rewarded, documented, and shared appropriately. Examples include:

- Showing respect to others.
- Offering help and support to peers or staff.
- Demonstrating self-regulation.



- Achieving a personal goal or overcoming a challenge that has historically been difficult.

All positive recognition is recorded and reported, ensuring that commissioners and other relevant professionals are updated on student progress and development.

## CLOTHING

Students are permitted to wear their own clothing; however, this must be deemed appropriate – no indecent slogans, swear words or offensive language will be allowed. No low-cut tops, crop tops, hot-pant style/running shorts or miniskirts/dresses. As students may be going to the park during their session, sensible footwear is mandatory – staff will model the use of sensible footwear.

## PROHIBITED ITEMS

Students are not permitted to have the following items on their person whilst at the site:

- Mobile phones
- Cigarettes, tobacco, vapes or any paraphernalia relating to smoking (filters, rolling papers or such like)
- Lighters or matches
- Drugs
- Alcohol
- Dangerous weapons or sharp items

We recognise that mobile phones can be distracting, may act as a trigger for some individuals, and can occasionally present safeguarding concerns.

For these reasons, **the use of mobile phones on site is not permitted.**

- Students will be asked to hand in their mobile phones upon arrival.
- Phones will be stored securely for the duration of the student's time on site.
- Devices will be returned at the end of each session.



- Any urgent communication between students and families during the day will be facilitated through staff.

This approach ensures that students remain fully engaged in their learning, supports positive relationships, and maintains a safe environment for everyone.

We operate a **strictly non-smoking site**.

#### **Smoking and Smoking Paraphernalia:**

- Students and parents are **not permitted to smoke** anywhere on site, including on arrival or exit.
- Students must not bring cigarettes, tobacco, lighters, vapes, or any other smoking-related items to the provision.

#### **Searches and Confiscation:**

- Students will be **searched on arrival**.
- Refusal to comply with searches or to hand over prohibited items will result in the **end of the student's session**.

#### **Alcohol, Drugs, and Dangerous Items:**

- Any alcohol found on a student will be **confiscated and disposed of immediately**.
- Any drugs or dangerous weapons found will be **confiscated and reported to the police immediately**.
- Bringing alcohol, drugs, or weapons onto site constitutes a **breach of the student's referral contract** and will result in **immediate termination of the contract**.

This policy ensures a safe, supportive, and healthy environment for all members of our community.

### **STUDENT SEARCHES**

Searching, screening and confiscation is conducted in line with the DfE's latest guidance on [Searching, screening and confiscation in schools - GOV.UK](https://www.gov.uk/guidance/searching-screening-and-confiscation-in-schools)



Following a screening, a further search of the student may be carried out if a member of staff has reasonable grounds to believe the student is in possession of any of the prohibited items listed above.

Searches will be carried out away from other students and with a second member of staff present as a witness.

The student will be told why they are being searched and staff will seek their co-operation. Students will be asked to remove any additional clothing such as a coat, hat, shoes or hoody/jumper (as long as the student has a second layer of clothing underneath) and asked to turn out their pockets. Bags can also be searched.

If a student refuses to co-operate with the search, then the Student Manager will decide if it is safe to keep the student on site and make necessary arrangements to end the session to ensure the safety of all students and staff.

After a search, any prohibited items will be confiscated and protocol followed accordingly.

An incident form will be completed by the staff member carrying out the search as well as the staff member who witnessed the search.

Following a search, the student's parent/carer will be notified along with the commissioner.

## **UNACCEPTABLE BEHAVIOUR**

At Achieve and Nurture Ltd we understand that each student's capacity to manage their own behaviour is different. Due to individual needs this can also affect their understanding or ability to control their own behaviour or responses. We work hard during their sessions with us to encourage this understanding and teach students about taking responsibility for themselves and their actions. This will include accepting



there are consequences, anger management, understanding emotions, understanding their own personal triggers and positive and negative choices.

Behaviour that is deemed unacceptable at Achieve & Nurture Ltd includes:

- Bullying, including cyber bullying.
- Sexual violence/harassment
- Intimidating/threatening behaviour
- Physical abuse and violence towards others
- Absconding
- Spitting at another person
- Possession of prohibited items
- Verbal abuse
- Causing damage to property
- Stealing
- Use of racist or discriminatory language
- Repeated swearing

### **Child on Child Abuse**

The school recognises that children can sometimes harm other children, both in person and online. We are committed to creating a safe, respectful, and inclusive environment where all pupils feel valued and protected.

*Child-on-child abuse may include, but is not limited to:*

- Bullying, including cyberbullying.
- Physical aggression or violence.
- Verbal abuse, intimidation, or harassment.
- Prejudice-based incidents, including racist, sexist, homophobic, biphobic, or disability-related behaviour.
- Inappropriate sexual comments, language, gestures, or behaviour.
- Sharing or threatening to share personal information, images, or videos without permission.



- Coercive, controlling, or manipulative behaviour.

All allegations, concerns, or incidents of child-on-child abuse will be taken seriously and responded to promptly. Staff will follow the school's safeguarding procedures, ensuring that victims are supported and that appropriate action is taken to address the behaviour and reduce the risk of recurrence.

The school will work with pupils, parents/carers, and external agencies where appropriate to promote positive relationships and respectful behaviour.

### **Online Safety / Digital Behaviour**

The school recognises that positive behaviour expectations apply both offline and online. Pupils are expected to use technology safely, responsibly, and respectfully. A&N does not offer the use of technology for our sessions.

*Pupils should:*

Treat others with kindness and respect when using digital devices and online platforms.

Report anything online that makes them feel worried, unsafe, or uncomfortable.

Keep personal information private and seek adult support when unsure.

Follow the school's acceptable use expectations for technology.

Unacceptable behaviour includes:

- Sending unkind, threatening, or inappropriate messages.
- Excluding, upsetting, or targeting others online.
- Sharing images, videos, or personal information without permission.
- Accessing, creating, or sharing inappropriate content.
- Using technology to bully, harass, or intimidate others.



Any online behaviour that impacts the safety, wellbeing, or learning of pupils may be addressed by the provision, even when it occurs outside of hours. Incidents will be managed in accordance with A&N's safeguarding and behaviour policies.

## **ABSCONDING**

Students that abscond will be followed by a member of staff at a safe distance where they can keep sight of the student but so as not to provoke the student to run. The incident will be reported to a member of the management team and updates will be given throughout. If staff lose sight of the student, 999 will be called, and the student will be reported as missing to the police. This will be shared with management immediately and a phone call home will also be made to inform parents/carers.

## **CONSEQUENCES / SANCTIONS**

Our main focus is to model and reward positive behaviour, and all staff strive to promote a positive environment for the students where they feel they are recognised and praised for their achievements and efforts. However, unacceptable behaviour does sometimes happen and part of the process of development for our students is to be able to take responsibility for this and accept the need for a consequence.

Consequences are decided on by the management team and the decision is made on an individual basis, taking into account the student's needs and understanding. We also look at the factors leading up to an incident, and possible triggers. Following an incident of unacceptable behaviour, a restorative/reflective conversation will always take place. This will be once the student is calm enough to manage this interaction without the risk of re-escalation. This restorative will be carried out by the student's key support worker and the pastoral lead, should the student wish for them to be present. The restorative is the student's chance for their voice to be heard, and the student will be supported to understand what happened, why it happened and what can be done in future to prevent further incidents. The restorative will be documented and kept on the student's file.



Alongside a restorative, depending on the level of behaviour, a further consequence is sometimes needed. This can include:

- Change to timetable, this can be a temporary measure or permanent resolution.
- End of session – If an end of session was made then the commissioner and parents/carers will be contacted immediately, and transport arrangements made to remove the student from site safely. Following an end of session decision, a re-integration meeting will be held with parents/carers, a member of the management team and the student, prior to the students next session to ensure a smooth transition back into their sessions.
- Phone call/meeting with parents/carers and other professionals.
- As a last and final resort if behaviour is deemed to be severe, a student's contract will be ended with their commissioner, and their time at Achieve & Nurture Ltd will be terminated. How soon this is terminated will depend on the level of behaviour. Achieve & Nurture Ltd aim to give a weeks' notice but reserve the right to end placement immediately should a student's behaviour put staff or other students at risk.

## **PHYSICAL INTERVENTION**

Physical intervention is only used as an absolute last resort and only when a person is in real danger i.e. causing or likely to cause real harm to themselves or others. Staff will only use physical intervention when deemed necessary and will always use the least restrictive form and for the shortest amount of time possible; this to eliminate the immediate risk of serious harm.

If a physical altercation occurs, staff may be required to separate students involved if it is safe to do so.

Where physical intervention has been required, parents/carers will be informed. The details of the incident will be recorded in the incident book and the students individual risk assessment will be updated. Where necessary, outside professionals such as social workers or any other external professionals involved with the student will be informed.



Following an incident that has required physical intervention, any staff and students involved in the incident will be offered support from the management team.

## **MONITORING AND REVIEW**

This policy will be reviewed annually to ensure its effectiveness and relevance.