

Policy document control box	
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Behaviour for Learning

1. Purpose

RB Worthing intends to enable learners to manage their own behaviour by making informed choices, as opposed to staff managing learners' behaviour. We believe that the manner in which staff relate to learners and the way that they construct an appropriate learning environment are the key factors that will lead to learner behaviour that supports the learning of all members of the community.

2. Scope

The use of corporal punishment or any 'tool for managing behaviour' that in any way demeans, damages, threatens or humiliates a young person will never be tolerated or considered within a RB Worthing. Our whole purpose is to enable learners to develop a positive self identity.

The Head of Centre is responsible for the 'management of learner behaviour' within RB Worthing; all staff, however, must play an active role and learners are encouraged to ensure that their behaviour supports their own development and contributes to a community that is supportive of all its members.

3. Policy statement, provision and safeguards

Red Balloon staff always seek to:

- acknowledge 'good' behaviour;
- celebrate any success (academic or personal);
- enable learners to display learning proudly (e.g. through end of term presentations);
- provide situations within which learners can succeed and acknowledge that success;
- expect all members of the community to contribute positively to it;
- make the Centre a place where learners feel safe, enjoy learning and wish to be;
- recognise and support the SEMH needs of our learners.

Red Balloon seeks to support learners to become:

- determined (displaying resilience, tenacity, self control, curiosity),
- optimistic (displaying enthusiasm, confidence, ambition),
- emotionally intelligent (displaying humility, respect, sensitivity, tolerance).

and to lead learners to be:

- kind not callous
- generous not greedy
- forgiving not vengeful
- tolerant not bigoted
- trustworthy not deceitful

The core principles that underpin the above are:

- unconditional positive regard;
- understanding of individual rights and responsibilities;
- placing learner voice at the heart of curriculum building ('Negotiating the Curriculum');
- restorative justice.

It is the quality of the relationships that are built across RB Worthing that is the greatest factor in enabling learners to develop prosocial behaviours.

The Head of Centre will ensure that all staff are appropriately trained and engage in ongoing discussion regarding good practice.

4. Unconditional positive regard (UPR)

Learners hold an absolute right to be treated with respect and care. That right is not contingent upon their behaviour or the quality of their academic performance. Key features of providing UPR are:

- a friendly welcome each day;
- time taken to get to know the learner;
- time taken to discuss those subjects that interest the individual learner – staff should always strive to enter a learner's 'quality world', no matter how different that is from their own;
- acceptance of each learner's right to a viewpoint and to be 'listened to' (with the given that these rights are contingent upon understanding individual responsibility to maintain the rights of others);
- recognition of the contribution(s) each learner makes to the community;
- acceptance of the individual;
- valuing of 'difference';
- encouragement of self worth as a person as 'me', rather than as a 'success' in particular areas;
- declared confidence in a learner's ability to contribute positively to the community, to behave appropriately according to the environment they are in and to change their behaviour if they wish to, given appropriate support.

5. Rights and responsibilities

UPR cannot operate successfully unless learners understand that each member of the community has the same rights: an individual who chooses to ignore the rights of others does not lose their absolute right to UPR, but any such behaviour will always be 'picked up' – definitely by staff, and, it is to be hoped, by other learners too. 'Picking up' may mean anything from a quiet word to an insistence upon a restorative justice meeting.

Each member of the RB Worthing community has the right to:

- be treated with respect;
- feel safe physically and emotionally;
- learn.

All rules will be framed to ensure that individual rights are upheld. Different physical areas and sessions will require different 'ground rules' to ensure that all learners are physically safe; the principles remain constant. Wherever possible, conversations with learners about behaviour should refer to these principles.

6. Learner voice

In order to enable learners to engage effectively with learning, RB Worthing staff aim to generate learning experiences that interest learners, are pertinent to them, within which they can achieve success, and which are accessible yet challenging. RB Worthing provides access to a core and an extended curriculum. Staff strive to engage learners in individualising that curriculum – how does each learner learn most effectively; how can they show that they have mastered new learning?

Learners are central to reviews of progress and identification of their next learning targets.

Learners are involved in the development of rule and routine systems within the centre. They are encouraged to discuss any rules and all expectations of them, though no rule or routine that would impact negatively upon the non-negotiable core rights will be considered.

7. Restorative justice

RB Worthing does not apply sanctions or give concrete rewards (though staff always seek to provide positive feedback where possible). Our intention is to build learners' intrinsic motivation to learn and to contribute positively to the community. Staff will always let learners know when they have behaved in a manner that ignores the rights of another learner or a member of staff. Wherever possible inappropriate or unacceptable behaviour will be responded to in a low-level fashion, usually with a calm explanation of why the behaviour is unacceptable (how it fails to acknowledge the rights of others) and a clear statement of what behaviour is required. If such

low-level response fails to bring about the required outcome, it may be necessary to convene a more formal meeting between the pertinent parties and to address the issue in accordance with restorative justice principles.

In such a meeting (led by a member of staff) both the member of the community who has concerns about the behaviour of another and the person about whom the concerns are being expressed have the opportunity to describe their respective points of view calmly (behaviour may be criticised, the person may not be). Through such structured conversation resolution is usually reached.

8. Further key elements of practice

Involvement of parents / carers – staff will share information with parents / carers and ensure that learners know that centre staff and parents / carers work together for the good of the learner.

Involvement of other key professionals – staff will always involve professionals in reviews of progress. In any case where they have significant concern that a learner's behaviour may not be in accordance with RB principles, they will alert and seek the involvement of the commissioning agent or other involved professionals.

Serious contravention (in terms of severity or duration) of the rights of a member / members of the RB Worthing community – the aim of RB Worthing is to enable learners who have had difficult, damaging or traumatic experience of mainstream schooling to re-engage with education. Staff, therefore, cannot allow any learner to behave in a manner that jeopardises the positive development of other learners. We will ensure that this is made absolutely clear to all involved at the point of referral, and that no learner is admitted who does not feel able to give a commitment to the maintenance of the rights of others (see Admissions Policy). If, despite this initial understanding, after intervention and support, it is not possible to enable a learner to behave in a manner that upholds the rights of others, we will either seek to educate that young person 'away from the centre' for a period of time and then support their return, or negotiate with the commissioning agent re alternative placement.

Red Balloon believes that the supportive and nurturing aspect of its provision, allied to an effective admissions policy, makes it extremely unlikely that any form of physical intervention or 'positive handling' will ever be required from a member of staff. However we acknowledge the importance of ensuring that:

- all staff are aware of current guidance in this area;

- staff feel confident as to the course of action they will take should a situation arise in which they decide that physical intervention is the best course of action to take.

A policy summarising the most recent DfE guidance regarding 'use of reasonable force' together with RB Worthing interpretation of that is also available.

In any case wherein a learner is deemed to have made a malicious or false allegation against a member of staff, then consideration will be given as to whether that learner can remain within the Red Balloon community (see Dealing with Allegations of Abuse against Staff Policy).

9. Working with SEND learners

In accordance with the requirements of the Equality Act (2010) RB Worthing will seek to ensure that no learner suffers discrimination of any sort.

When the centre receives a referral for a learner with SEND, the SENCo will check, together with the Head of Centre that the centre is able to meet all identified needs.

Red Balloon behaviour practice enables staff to treat each learner as an individual, hence to meet their specific needs. Where necessary, staff will include plans for improving learning behaviour within an individual learning plan and work with the learner to monitor progress against that plan.

10. Legislation / guidance that informs this policy

External Documents

- Education and Inspection Act (2006)
Section 89 of the above Act requires that the Head of a relevant school must determine measures to be taken with a view to:
 - “promoting among pupils self-discipline and proper regard for authority, encouraging good behaviour and respect for others on the part of pupils and, in particular, preventing all forms of bullying among pupils,
 - ensuring that the standard of behaviour of pupils is acceptable,
 - ensuring that pupils complete any tasks reasonably assigned to them in connection with their education, and
 - otherwise regulating the conduct of pupils”.
- The Education (Independent Schools Standards) (England) Regulations
- Equality Act (2010)
- Keeping Children Safe in Education (Gov.UK Sept 2022)

Other Red Balloon policies to be read in conjunction with this one

- Anti-Bullying
- Learner Wellbeing
- Safeguarding
- Exclusions
- Use of Reasonable Force
- Dealing with Allegations of Abuse against Staff
- E-safety
- Admissions

Both the prevention of bullying and the management of any bullying behaviour that does occur (implied within the behaviour framework described below) are discussed in more detail in the anti-bullying policy.