

Policy document control box	
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Purpose

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

Scope

The use of corporal punishment or any other method for managing behaviour that in any way demeans, damages, threatens or humiliates a young person will never be tolerated or considered within RB Norfolk. Our core purpose is to enable students to develop high self esteem and positive self identity.

The Head of Centre is responsible for student behaviour within RB Norfolk however all staff must play an active role in supporting and encouraging students to make the right choices.

Policy statement, provision and safeguards

Red Balloon staff always seek to:

- recognise and support the SEMH needs of our students
- acknowledge positive behaviour;
- celebrate all success whether academic or personal;
- enable students to display learning proudly (eg through end of term presentations);
- provide situations for students to succeed and acknowledge success;
- expect all members to make positive contributions to the community;
- make RB Norfolk a place where students feel safe, enjoy learning and want to attend

Red Balloon seeks to support students to become:

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

and to encourage students to be:

- kind
- generous
- forgiving

- tolerant
- trustworthy

The core principles that underpin the above are:

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

It is the quality of the relationships that are built across RB Norfolk that is the greatest factor in enabling students to develop positive relationships.

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

Unconditional positive regard (UPR)

Students 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 student
- time taken to discuss those subjects that interest the individual student
- acceptance of each student's right to a viewpoint and to feel heard (with the given that these rights are contingent upon understanding individual responsibility to maintain the rights of others);
- recognition of the contribution(s) each student makes to the community
- acceptance of each individual
- valuing differences
- encouragement of self worth that values the person , rather than success
- declared confidence in a student's ability to contribute positively to the community, to support them to behave appropriately according to the environment they are in and to change their behaviour if they wish.

Rights and responsibilities

UPR cannot operate effectively unless students 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 addressed, and this may mean anything from –a quiet word to an insistence upon a restorative conversation.

Each member of the RB Norfolk 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 students are physically safe; the principles remain constant. Wherever possible, conversations with students about behaviour should refer to these principles.

Student voice

RB Norfolk staff aim to generate learning experiences that interest students, are relevant and engaging. RB Norfolk provides access to a core and extended curriculum which is accessible and challenging. Staff strive to engage students in individualising that curriculum – how does each student learn most effectively; how can they show that they have mastered new learning?

Equally, students are central to reviews of progress and identification of their next learning targets.

Students are involved in the development of rule and routine systems within each centre, though no rule or routine that would impact negatively upon the non-negotiable core rights will be considered.

Restorative conversations

Centres do not apply sanctions or give concrete rewards (though staff always seek to provide positive feedback where possible). Our intention is to build students' intrinsic motivation to learn and to contribute positively to the community. Staff will always let students know when they have behaved in a manner that ignores the rights of another student 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.

Further key practices

Involvement of parents / carers – staff will share information with parents / carers and ensure that students know that the Centre and parents / carers work together for the good of the student.

Involvement of other key professionals – staff will always involve professionals in reviews of progress. In any case where they have significant concern that a student'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 Norfolk community – the aim of RB Norfolk is to enable students who have had damaging or traumatic experience of mainstream schooling to re-engage with education, and staff, therefore, cannot allow any student to behave in a manner that jeopardises the positive development of other students. We will ensure that this is made absolutely clear to all involved at the point of referral, and that no student 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 student 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 Norfolk interpretation of that is also available.

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

Working with SEND students

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

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

Red Balloon behaviour practice enables staff to treat each student 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 student to monitor progress against that plan.

Legislation / guidance that informs this policy

- Education and Inspection Act (2006)

Section 89 of the above Act requires that the Head of Centre 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 (2015)
- 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
- Student Wellbeing
- Safeguarding
- Exclusions
- Use of Reasonable Force
- Dealing with Allegations of Abuse against Staff
- Esafety
- 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.