Relationships and Behaviour Policy

Red Rose School

At Cambian Red Rose School, we provide a nurturing, inclusive and inspiring learning environment. We celebrate our pupils' individuality and develop the confidence, resilience and independence of all learners. Our child-centred approach provides every pupil with the opportunity to thrive, achieve and to become a positive member of society.

Reviewed by:	Simon Ashurst
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Headteacher review:	S. Ashurst
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School Values

At our school we believe in the importance of relationships, ensuring children and young people feel valued, safe and secure, providing a sense of connection with a member of staff and a belonging to the whole school community.

Our school reflects the values of the Trauma Informed Schools Approach to understanding behaviour and supporting emotional wellbeing. The six principles of the trauma-informed approach and practice are:

- **Safety**
  We must ensure we understand what safety means to individual, families and communities. If we don't, we will not be able to ensure a sense of safety for ALL. We must ensure we create safety for those who have different experiences form our own. This means we must consider all ages, cultures, races, and demographics of people. We must consider staff and co-workers. Safety means awareness of the physical, emotional, and interpersonal safety.

- **Trust**
  Services, operations, and decisions must be made with transparency to ensure that we build and maintain trust with service recipients and staff. When we uphold trust and transparency, we are open about the process of making difficult decisions and we invite other voices to participate and collaborate.
  Trust starts with a culture of connection in relationships. Many people who have experienced trauma have experience unsafe and disrespectful interactions and do not support the building of resilience to deal and manage with difficult life situations.

- **Peer Support**
  This principle is about the culture of peer support into the whole services. Creating opportunities for peer support and self-help throughout the service, including staff support. A service that promotes peers support focuses on mutuality and possibility. Authenticity and vulnerability are essential to this work. Creating deeper mutual connections with service recipients and staff and between staff members and leaders is vital.

- **Collaboration**
  A collaborative approach demonstrates an intentional shoulder to shoulder approach and breaks down hierarchies. It is essential that power differentials are broken down and the principle of multiutility and standing together it embedded throughout the organisation

- **Empowerment, voice and choice**
  Organisations, staff, and communities must believe in the possibility of recovery. Services must shine a light on the strengths and abilities we see with people and communities and support and build inner resilience. Many people with past trauma have experienced coercion therefore choice is important. A person must always have choice.

- **Cultural, historical and gender issues**
  The service that actively moves past cultural stereotypes and biases (e.g., based on race, ethnicity, sexual orientation, age, geography) offers a gender responsive service, promotes the value and worth of cultural connections and addresses historical trauma.

We endeavour to make sure that at our school these values run through all the school policies and practice.

School Ethos

It is a core aim of our school that every member of the school community feels valued and respected, and that each person is treated fairly and well. We are a caring community whose values are built on mutual trust and respect for all. This Relationships and Behaviour policy is therefore designed to support the way in which all members of the school can live and work together in a caring way. It aims to promote an environment where everyone feels happy, safe and secure, and able to learn.

We value each individual child/young person and work with families, the community and beyond to offer diverse experiences and support. We develop children and young people to be confident, life-long learners and compassionate, respectful members of their community and the world. We always prioritise the safety of our children and young people and staff. Everything we do in school is underpinned by our safeguarding procedures.

We recognise that children and young people have a 'window of tolerance' within which they feel safe, secure and regulated. When asked to do something outside of this window they can experience stress and react accordingly. Our aim is to help our children and young people to widen their window of tolerance through teaching them about the stress-response in the brain and how they can learn to self-regulate through co-regulation with adults.

A Relational Behaviour Model

At our school we adopt and use the relational behaviour model which is the approach from TIS. The key principles are as follows:

- Behaviour is something to interpret.
- Children and young people are prone to make mistakes and highly responsive to the environment and context.
- Behaviour management is predominantly through relationships.
- Children/young people who don't manage should be understood and included.
- Boundaries and limits are to keep everyone safe and to meet everyone's needs.
- Rule should be developed together and adapted where needed.
- Consequences are only used within a process of restore and repair.
- 'Inappropriate behaviour' is a sign of unmet need, stress (difficulty in coping), lack of understanding and skills.
- The causes of the difficulties are mostly in the environment and within the context of relationships.
- The solutions lie in understanding what the behaviour tells us about the child/young person and their need.
- Practice and policy effectiveness is measured by wellbeing and the capacity to adapt and make reasonable adjustments to meet the needs.

General Expectations

We have high expectations for our children and young people, while recognising some children and young people have specific needs. The following expectations cover all times of the school day and where children and young people are representing the school out of hours or off site. This means we:

- encourage a positive attitude to learning within a safe, happy environment
- promote high expectations and enable children/young people to become independent responsible learners
- encourage a sense of respect for our community and our environment
- believe that clear, consistent routines and systems are essential to support children and young people's development and ensure the health, safety and wellbeing of everyone in our school community.

It is everyone's responsibility to remind and support children and young people where these expectations are not met. Equally it is important to comment positively when they are. Staff model expected behaviours, attitudes and habits.

Any behaviour that falls below the expectations of our school (e.g., disruption to learning, unkind or inconsiderate actions), will require some level of intervention. Remembering that every interaction is an intervention, it is important to remember that the strongest approach to support a child/young person is through their relationship with the adult. At all points we try to ensure we keep a strong connection with the child/young person having difficulties. We use positive recognition, as appropriate, to ensure the children or young people know we are still there, and we recognise their effort and any changes they have made.

At our school, staff ensure good routines are in place for:

- Start and end of day
- Transition times
- Unstructured time incl. assemblies
- Activity times such as PE
- Moving around the school
- Break and Lunchtimes

What do we do to teach and promote positive management of behaviour?

Red Rose School employs positive behaviour management tools to recognise positive efforts made by pupils at the school. Pupils are issued with a daily reward points card. The card is the pupil's responsibility and is taken to each class, signed by the teacher and handed in at the end of each day.

At Red Rose School, pupils achieve positive reward points for the following:

1. **Arrive to and leave class calmly.**
2. **Engage fully in your lesson.**
3. **Complete all work set to the teacher's expectation.**
4. **Be respectful of yourself and others.**
5. **Personal learning target.**

Positive reward points are collated and pupils achieving their targeted number of points have access to a rewards trip.

Pupils at Red Rose School are further rewarded for attendance and engagement. Each pupil achieving 95% attendance across a term will be entered into a draw to win a £50 voucher. Pupils also have chance to win vouchers for accumulation of 'positive points' and a draw for the fewest negative points also offers a chance to win (up to) £50 in vouchers.

We believe that all behaviour is communication, and it is our job as adults to understand what that behaviour is telling us. We need to become 'stress detectives' and ascertain both why, and why now? Finding the cause of the behaviour will help us to work alongside the child or young person in order to help them to regulate themselves both in the short term and in the longer term through developing strategies to aid their resilience.

Viewing behaviour as a learning process

At our school we accept and understand that learning how to regulate our behaviour is a learning process. At times children and young people will push limits, boundaries, and societal norms as part of their normal development. They may also react in different ways to stress, boredom, lack of understanding, over-excitement, and disappointment. Using the relational model, we offer support, help and guidance to the child or young person along with co-regulation so they can develop strategies to regulate themselves and develop resilience for the future. It is our role, as fully developed adults, to help guide children and young people, to make helpful and positive choices when they can by relating to them and helping them to restore and repair as required. We know that this is the best way to respond to our child/young person's behaviour and maintain our relationship with them. The approach we strive for is based on the premise of 'connection before correction'.

Our general responses incidents

Our school believes that all behaviour is communication and in the power of using restorative approaches. Such processes do not shy away from using consequences where logical, appropriate and proportionate. They also focus on the need to take responsibility for finding a constructive way forward for all concerned. This might mean a sincere apology followed by an act of kindness. Such approaches encourage the child or

young person in our school to reflect and consider not only the consequences of their actions on themselves, but also the impact of their actions on others. We also support them in developing strategies to help the child or young person to regulate themselves to avoid the situation happening again in the future.

In using this process at our school, we use four questions:
• What happened?
• What were you feeling or thinking at the time?
• Who has been affected?
• What can we do to make things right? (What should happen next?)

As part of the restore and repair process, they have the chance to show the person that has been affected by their action that they are sorry. This can be in the form of verbal, written, picture, or an action.

Where possible, a logical consequence (natural reparation) is used e.g., clean graffiti off the door, clean up the mess, pay for replacement of item. Where this is not possible a close alternative should be used.

At our school the staff work with the child or young person using psychoeducation so that they understand how their brain works and reacts to stress responses. By doing so, we provide them with the opportunity to recognise when they are becoming dysregulated and assist them (using co-regulation) in developing self-regulation strategies for the future. By developing new strategies, this ensures that they have learnt from an incident so that they can be more successful next time. The impact of our approach is evident in the relationships forged throughout the school.

Using logical consequences

The use of consequences
Consequences can be a useful response to behaviours, remembering that some behaviours result in positive consequences. When responding to unwanted behaviour, the consequences we use in our school always look at the incident with the knowledge of the stress response (and how the brain reacts), the relational model and with the aim to repair and restore through relationships.

It is helpful to view consequences as protective and/or educational. Best practice suggests that all protective consequences should run alongside educational consequences, as it is unlikely that long-term change will occur without this.

Protective consequences: these are required to protect the rights of others and keep a child or young person safe. At our school this may include:

- co-regulation to help develop self-regulation strategies
- increased staff ratio
- change of school day/timetable
- arrangements for access to outside space
- child or young person escorted in stressful situations
- differentiated teaching space

- appropriate use of exclusion (using the time to provide psychoeducation, using co-regulation to develop self-regulation strategies; reflect, amend plans and identify needs and other appropriate interventions to support.)

Educational consequences: at our school we use these to teach, encourage, support and motivate the child or young person to behave differently next time though better understanding. These should always be logical, appropriate and proportionate. Examples include:

- ensuring the child or young person completes the task they have disrupted
- rehearsing/modelling situations through intentional teaching of prosocial behaviour
- ensure the child or young person assists with repairs where they have caused damage (when possible and practical)
- intentionally provide educational opportunities for the child or young person to learn about the impact of certain actions and behaviours
- providing the child or young person with an opportunity to 'put things right' through a process of reflecting, repairing and restoring relationships.

Red Rose School Behaviour & Consequences: Some examples have been shown in the table below, the list is not meant to be exhaustive.

Behaviour	**Possible Consequences/outcomes**
Relatively low impact Examples: • Calling out • Distracting others • Refusal to complete assigned activity • Disrespectful comments • Swearing	Co-regulation/support with reflection from a trusted adult *I can see there's something wrong* (acknowledge their right to their feelings) *I'm here to help and listen. Tell me what happened* *Be the 'Stress Detective' – be curious* *Ask WHY? And WHY NOW?*
Relatively higher impact Examples: • Bullying • Harmful behaviour • Any discriminatory behaviour •Causing significant, deliberate damage to school property	Examples of this could be…. • SLT notified. • Opportunity for reflection. • Restorative approach followed. • Incident form completed for discriminatory incidents • Incident recorded • Parents notified by telephone by SLT member. • Outcome will be personalised based on previous behaviour, severity, response from child/young person(s). • Withdrawn or changes to timetable. Parents/carers to be informed of decision via phone or face to face followed by effective reintegration • FTE

Harm from dysregulated (stressed) behaviour

Our school always prioritises the safety and welfare of all staff and children/young people, recognising that everyone is entitled to a safe and supportive environment. Any incident (verbal or physical) which compromises safety can be perceived as harmful. Our staff understand through training that this behaviour is not necessarily deliberate, rather it is often due to a stress response.

Supporting those who have been harmed

Our staff and children and young people receive the individual support they need in response to any incident where the behaviour has compromised the wellbeing of someone else, causing harm. Occasionally there may be times, despite all reasonably practicable measures being taken, when prevention is unsuccessful, and someone is harmed. At these times our school ensures that this person (adult or child/young person) is fully supported.

We always consider the following:

- are they physically safe and protected?
- do they need immediate first aid & medical treatment?
- is there a need for immediate police involvement?
- ensure they have the opportunity to talk about the incident either with a trusted person or other independent service
- give reassurance to reduce feelings of guilt and/or anxiety

Risk Assessment Process

In our school we use a risk assessment process as the starting point for preventing harm for identified vulnerable children and young people. It identifies what is likely to cause stress to them, using all the information known about them. Once all this information is collated, a strategy for supporting a situation appropriately and keeping everyone safe can be developed. An example of information to be included in the risk assessment can be found in Appendix 4

Physical intervention (control and restraint) - the use of reasonable force

At our school we make sure we are aware of our duties of care and follow the law. The law states that it is permissible to use reasonable force to prevent children and young people committing an offence, injuring themselves or others, or damaging property, and to maintain good order and discipline in the classroom. The latest guidance from the DfE can be found here:
Behaviour in Schools - Advice for headteachers and school staff Feb 2024

The use of physical intervention techniques is only one aspect of co-regulation and is usually the last resort when it is deemed absolutely necessary. It may resolve a short-term situation, but the long-term aim must be to help the child or young person to be able to self-regulate during times of stress.

If such actions are necessary, the actions that we take aim to use the minimum amount of force necessary for the minimum amount of time necessary. Where physical intervention is needed, this is recorded and reported immediately to the head teacher.

Our school follows **CPI Safety Intervention** we have a trainer within the staff team and ALL staff have annual training delivered prior to the start of the academic year.

As part of school policy and procedure we record every incident where the use of restraint has been deemed absolutely necessary and this is recorded through the use of BehaviourWatch.

Our MIS allows us to capture, record and review patterns of behaviours displayed by pupils across the school. BehaviourWatch allows school to record low-level behaviours, incidents and incidents that have required a safety intervention to be used.
The forms are detailed and allow us to capture time of day, lesson, staff and pupils involved.
It allows us to identify and comment on antecedents, precipitating factors and type of behaviour displayed.
The recording process allows us to identify specific safety interventions and their success.
The MIS records post incident presentation, actions and further plans.
Behaviour incident records will be shared with parents/carers and wider professionals if necessary.

Where it has been deemed necessary to use a restrictive physical intervention, the detail of this should be accurately recorded and the incident communicated to parents/carers/Local Authorities (where appropriate). Parents/ Carers should be informed of the incident initially by phone and it should then be followed up in writing.

Screening and searching children and young people

At our school we are all aware that there are legal provisions which enable school staff to confiscate items from children and young people:

DfE Advice for Schools July 2022 - Searching, Screening and Confiscation (publishing.service.gov.uk)

From this guidance our staff understand that they may confiscate items that are of high value, deemed inappropriate and are against the school policies or are causing concern. Where a specific policy about the item does not exist, the teacher should use their discretion about whether the item is returned to the child/young person or to their parent/guardian. Items returned to them should usually be returned no later than the end of that school day. If the item needs collecting by a parent/guardian, the teacher should ensure that the parent/guardian is made aware that an item has been confiscated – either through the child/young person or via text/phone call. Where the item is of high value or deemed inappropriate, contact should be made directly with the parent/guardian.

Staff do have the power to search without consent for “prohibited items” including:

• knives and weapons
• alcohol
• illegal drugs
• stolen items
• tobacco and cigarette papers
• fireworks
• pornographic images
• any article that has been or is likely to be used to commit an offence, cause personal injury or damage to property; and any item banned by the school rules which has been identified in the rules as an item which may be searched for.

Use of Mobile Phones and Smart Devices

Purpose
This Local Operating Procedure (LOP) sets out how the school manages the possession and use of mobile phones and other smart devices by pupils during the school day.
The procedure is designed to:

- Promote a calm, safe and focused learning environment.
- Safeguard pupils and staff.
- Minimise distraction and disruption to learning.
- Reduce risks associated with cyberbullying, online harm, inappropriate photography and social media misuse.
- Comply with Department for Education (DfE) statutory guidance on mobile phones in schools and the school's Behaviour, Safeguarding, ICT Acceptable Use and Child Protection policies.

Scope
This procedure applies to:

- All pupils.
- All teaching and support staff.
- Volunteers and contractors working within the school.
- Visitors whilst on school premises.

The term mobile phone includes:

- Smartphones.
- Internet-enabled phones.
- Smart watches.
- Tablets with communication capability.
- Any device capable of making calls, sending messages, accessing social media, recording images, audio or video, or receiving notifications

In accordance with current DfE statutory guidance, the school operates as a **mobile phone-free environment during the school day**.
Any exception must be authorised by the Headteacher or Designated Safeguarding Lead (DSL) and recorded where appropriate

Arrangements for Bringing Phones to School
Where parents permit pupils to bring mobile phones for travel to and from school:

On Arrival
Pupils must:

1. Switch mobile phones off or place them in flight mode.
2. Hand them immediately to staff on arrival to be stored securely:

During the Day
Phones must remain inaccessible to pupils.

At the End of the Day
Phones may only be accessed after dismissal from the school day or once pupils have left the school site.

Staff Responsibilities
All staff must:

- Model appropriate device use.
- Enforce this procedure consistently.
- Challenge unauthorised phone use.
- Report safeguarding concerns arising from mobile device misuse.
- Follow GDPR and school data protection requirements when handling confiscated devices.

Staff should avoid personal mobile phone use in the presence of pupils except where operationally necessary
Parent and Carer Communication
The school will:

- Communicate the mobile phone policy at regular intervals
- Explain the rationale for restrictions on mobile phone use.
- Encourage parents/carers/social workers to contact the school admin rather than pupils directly during the school day.

In emergencies, communication between parents and pupils will be facilitated through the school admin.

Safeguarding Considerations
The school recognises that unrestricted mobile phone access can increase risks relating to:

- Cyberbullying.
- Online exploitation.
- Exposure to harmful content.
- Unauthorised photography and filming.
- Peer-on-peer abuse.
- Social media misuse.

Any misuse presenting a safeguarding concern will be referred immediately to the DSL and managed in accordance with Keeping Children Safe in Education (KCSIE) and the school's safeguarding procedures.

Reasonable Adjustments and Exceptions
Reasonable adjustments may be made where required under the Equality Act 2010.
Exceptions may include pupils who require access to a device because of:

- A medical condition.
- Disability-related support.
- Assistive technology requirements.
- Specific safeguarding arrangements.
- Exceptional circumstances authorised by the Headteacher (only).

Examples may include diabetes monitoring applications or medical alert systems.
All exceptions must be formally authorised and risk assessed where necessary.

Breaches of the Mobile Phone Procedure

Initial Response
Where a pupil is found to be in possession of, using or accessing a mobile phone or smart device at school:

- Staff will respond calmly and professionally.
- Pupils will be given a clear reminder of the school's expectations.
- Where appropriate, pupils will be encouraged to hand over the device voluntarily.

These are considered reasonable requests and supportive interventions

Failure to comply
Where a pattern of unauthorised phone use is identified, the school may implement:

- Parents/carers will be contacted and asked to attend to remove the phone/device
- Pupils may be returned home (if safe and appropriate) to comply with the policy – particularly in attempts to safeguard ALL at site.
- Parents/carers will support the school in its implementation of these safeguarding measures.

Serious Misuse
More serious incidents may include:

- Recording or photographing others without permission.
- Sharing images, videos or personal information.
- Cyberbullying or online harassment.
- Accessing inappropriate online content.

In these circumstances the school may:

- Confiscate the device in accordance with school procedures.
- Inform parents/carers.
- Refer the matter to the Designated Safeguarding Lead (DSL).
- Implement behaviour or safeguarding measures proportionate to the level of risk.
- Seek support from external agencies where appropriate.

Safeguarding Considerations
Any misuse involving online safety concerns, peer-on-peer abuse, exploitation, criminal behaviour, self-harm risk or threats to the safety of others will be managed under the school's Safeguarding and Child Protection Policy and may result in referral to external agencies, including the police where necessary. The school will act in line with Department for Education guidance on mobile phones in schools and safeguarding responsibilities

Storage and Liability
The school will take reasonable steps to safeguard confiscated or stored devices.
However:

- Pupils bring devices to school at their own risk.
- Parents remain responsible for ensuring appropriate insurance cover.
- The school accepts liability only where negligence can be demonstrated.

Monitoring and Review

The Headteacher and Proprietor/Governing Body will review:

- Behaviour incidents involving mobile phones.
- Safeguarding referrals involving technology misuse.
- Compliance with DfE statutory guidance.
- Feedback from staff, parents and pupils.

This procedure will be reviewed annually or following changes to legislation or DfE guidance.

How we support children and young people with additional Social, Emotional and Mental Health needs

At our school, we acknowledge that some children and young people will have, at times, additional needs. We recognise that children and young people may experience a range of social, emotional, mental health needs which present themselves in many ways. These may include children and young people displaying challenging, disruptive or stress-related behaviours. These behaviours may also reflect underlying social interaction difficulties, sensory or medical needs or clinically diagnosed needs such as attention deficit disorder, attention deficit hyperactive disorder, foetal alcohol disorder or attachment difficulties.

We will always endeavour to understand behaviour, support emotional wellbeing and make reasonable adjustments to our provision to support progress and engagement using a variety of strategies developed with key adults within the child/young person's life (staff, family, professionals) in order to best meet their needs. At Red Rose School, this is done in the context of Behaviour Support Plans, Risk Assessments, Personal Response Plans and IEPs. Each pupil at Red Rose School also has a 1-Page Profile that indicates contextual information, current concerns issues both in school and externally, barriers to learning and engagement and key strategies to better support them in school. We also recognise the needs of children and young people with Special Educational Needs and Disabilities (SEND) and follow the policies and procedures associated with supporting these children and young people, including but not limited to, the SEND code of practice, Equal Opportunities and Disability Act.

We understand that the communicating behaviour(s) most likely comes from a place of stress which may come from anxiety, fear or as a result of a barrier to learning. We have a duty to strive to help children and young people to return to a place of regulation, within their 'Window of Tolerance', as only then will the child or young person be in a place to learn, connect and thrive.

Ways to Support Understanding

At our school we believe that understanding what the behaviour is communicating to us is the first part for planning a response.

Our principles - the things we will do as adults

All staff

- Seek to understand the communication behind the behaviour
- Keep the relationship at the forefront when seeking to restore and repair (connection before correction)
- Model compassion and kindness, provide hope and support, connection and belonging
- Understand that any event in a child or young person's life can impact on how they think, feel and act
- Use of logical (natural) consequences rather than just simply punishments or sanctions
- Provide routines, set limits and have clear boundaries
- Regulate our own emotions
- Co-regulate with young people and help them to develop self-regulation strategies for the future.

Headteacher

- Leads on all aspects of this policy and model the expectations for all staff
- Ensures that all staff receive regular purposeful training to support relationships and minimise risk
- Ensures that all staff are provided with clear instructions for reporting incidents of harm and that all such reports are thoroughly investigated and responded to
- Ensures that risk assessments are carried out when required and that appropriate measures are implemented
- Is the only person authorised to suspend or exclude a child or young person (or the Deputy Headteacher in their absence)

Other Senior Leaders

- Lead on all aspects of this policy and model the expectations for all staff
- Ensure the policy is implemented effectively
- Ensure all staff are appropriately trained
- Oversee the specific needs of all children and young people across the school
- Provide support to staff, children/young people and parents/carers as necessary
- Link with outside agencies to access additional services
- Ensure that all tracking and reporting of incidents and additional needs are up to date

Classroom Staff

- Plan the teaching and learning for all children and young people
- Include parents/carers in personalised planning for their child
- Communicate regularly with parents/carers about their child's needs
- Provide specific support for children and young people experiencing any difficulties, whether this is an ongoing need or a short term difficult a child or young person may be having.

Family

- Inform the school of any concerns about changes in their child/young person's behaviour, emotional wellbeing or mental health
- Have open conversations with the school
- Engage with support offered by the school and other agencies to further support their child/young person's needs

Governors

- Ensure that appropriate policies are in place, that they are regularly reviewed, and their effectiveness monitored
- Undertake their statutory role around suspension and exclusion
- Ensure that all staff receive purposeful training in order that they can undertake their role

Further Guidance

1. Keeping children safe in education - GOV.UK
2. Behaviour in Schools - Advice for headteachers and school staff Feb 2024
3. Reducing the Need for Restraint and Restrictive Intervention June 2019
4. Suspension and permanent exclusion guidance
5. Searching, Screening and Confiscation July 2022
6. Positive environments where children can flourish (2021)
7. Creating a Culture: how school leaders can optimise behaviour (DfE, 2017)

Date: September 2026

Signed:

Headteacher: S Ashurst

Notes on the Following Appendices

The following appendices contain ways to help us to understand the behaviour

Supporting and understanding behaviour. Some examples of helpful templates can be found in the appendices
Appendix 1: A Tool for Understanding and Reframing Behaviour
Appendix 2 Pupil Response Plan

Appendix 3: Environmental Checklists for children/young people with additional Social Emotional and Mental Health (SEMH) needs
Appendix 4: Risk Assessment Guidance
Appendix 5: Behaviour Support Plan/Risk Assessment
Appendix 6: Positive Points Card

Appendix 1 - A Tool for Understanding and Reframing Behaviour

Describe the behaviour **Review and be curious**	**Reframe the Behaviour** **from for example: "He's just lazy" or** **"She just wants to get attention"** **to something more helpful.** **Examples of reframing-**	**Reflections** **How is this behaviour understandable?** **What's getting in their way/what are the barriers?** **How can we help?**	**Adult response** **What do we need to intentionally teach?** **Find the barriers and remove them**
Be the stress detective - why and why now? What is the typical adult response? • Is there an adult response plan? • Is the plan helpful, shared, used and understood? • Is there a personalised stress/distress management plan? Consider the environment Is there adequate differentiation for learning and sensory needs and personal strengths How are rules shared, talked about and explained?	Avoidant: in 'fight/flight' survival mode Defiant: in 'fight/flight' survival mode, coping with threat Aggressive(controlling): outside window of tolerance. Dysregulated in the hyperarousal state as a result of becoming distressed. Now in 'fight' survival mode, adaptive strategy to manage underlying vulnerability e.g. fears, anxieties, helplessness, confusion, shame, or feeling frightened Attention seeking: attachment/connection needing: they need time and attention for something in that moment (they do not feel safe and secure yet and trying to gain a sense of belonging) Withdrawn: cautious possible indicator of an emerging 'flight/hypoarousal and or freeze' response being used to cope with the situation Rude: self-protective: "I need you to know how I feel so I'm going to make you feel like it too so you will help me", or "I don't think you like me/don't care". In fight mode. Not engaging: doesn't feel safe yet. possible indicator of an emerging dysregulation response being used to cope with the situation.	The impact of trauma For example-How have any adverse experiences affected their ability to trust, share attention? (confirmed or assumed) Feelings fuelling the behaviour Is the child/young person projecting their feelings onto you? Are you inadvertently re-enacting previous relationships? Are you too distressed by the behaviour to co-regulate? Attachment history- what is their survival strategy? How have earlier experiences shaped the child/young person's preference for connecting with others? How is this being challenged/affirmed? Social development Can they play with or are they better alongside? Can they share and negotiate? Do they show empathy?	Structure and Predictability Visual routines, preparation for transitions, opportunities for sensory input and relaxation Adapt the learning Small steps, time limited, clear and realistic expectations, choice and use the child/ young persons's strengths Rhythmic/repetitive intervention/support. Relationships with the staff Compassionate and kindness in the greetings, verbal language and body language; genuine empathy for tough times, exploration of feelings, use of regulate/relate/reason. Use PACE. Relationships with peers Role playing and social stories, mentors, clear roles in any group activity, reduce competition, increase play and fun.

Blank template
A Tool for Understanding and Reframing Behaviour

Describe the behaviour Review and be curious	Reframe the Behaviour	Reflections How is this behaviour understandable? What's getting in their way/what are the barriers? How can we help?	Adult response What do we need to intentionally teach? Find the barriers and remove them

Appendix 2: Pupil Response Plan

Pupil Name:			Class Group: / Residential area:		Created By: / Tutor:		Positive response plan moving forward.					
Stage of arousal	Arousal level 1		Arousal level 2		Arousal level 3		*...within school: wide positive behavioural interventions support approach*					
	Anxiety / trigger		Defensive / escalation		Crisis/risk behaviour		Recovery		Restoration		Monitor	
Duration /Location	Duration:	Can last the whole lesson	Duration:	Can last all day or for the duration of the lesson	Duration:	30mins	When:	When pupil is not heightened	When:	Pupil is at base and willing to discuss	When	Throughout the rest of the day
Staff Input	• Allow take up time for instruction • Have an engaging task ready for when pupil enters the classroom • Do not leave pens out in the classroom • Be supportive and try to use humour to distract and re-engage		• Re direction • Give clear instructions • Use limit setting • Change of face • Allow venting and time out • Don't enter in to an argument of right and wrong • Keep conversation on task • Do not engage in verbal ping pong • Be rationally detached		• Safety intervention • Non-restrictive interventions • Restrictive interventions • Safety intervention high level • 2-person safety intervention only • Change of face		• Allow space to calm • Offer assistance and a drink • Listen to pupil		• Allow pupil to discuss with staff he has a good relationship • Keep to the facts • Discuss options • Link feelings to actions • Look at alternatives • Discuss restorative options		• Staff to monitor and check in with pupil to further support recovery	
Pupil Exhibits	• Will refuse to do work • Will refuse to go into class • Will seek out staff connection • Will walk out of lesson or alternatively i will refuse to leave if have been asked too • Will struggle to concentrate or listen to your instructions		• Will become non-compliant and try to draw staff into an argument • Will be abusive towards staff • Will shout out • Swearing		• Will damage property • Will become verbally aggressive towards staff • Will be physically aggressive • Will display risk-taking behaviours		• Calmness • Less energy • Wants to be away from staff and peers • Seeks connection with specific staff		• Willingness to listen • Acknowledges the behaviour • Can relate feelings to actions		• Pupil seeks connection with key staff	
Staff Role	• Supportive		• Directive • Be rationally detached		• Safety intervention needed • Non-restrictive • Restrictive		• Supportive		• Supportive/directive		• Supportive	
Signatures	Tutor: Signature: Date: ??/??/????		Headteacher:: Signature: Date: ??/??/????		Clinical Team: Signature: Date: ??/??/????		Physical Intervention Instructor: Signature: Date: ??/??/????				Review date: ??/??/????	

Appendix 3: Environmental Checklists for children/young people with additional Social Emotional and Mental Health (SEMH) needs

Consider the needs of a specific child/young person before exploring the school environment with them in mind.

The questions are designed to be prompts to inform One Planning.

The individual checklists complement each other, but separate different school environments in order to consider a child's presentation in different contexts thus drawing attention to differences and similarities. Some questions are therefore repeated.

Safety	Y/N n/a	What needs to be done
If deemed appropriate, has a risk assessment been completed to assess and manage risks involved in the provision for the child/young person?		
Have actions been taken to address identified risks?		
Have staff received appropriate training as part of addressing identified risks?		
Have parents/carers been involved in the assessment and planning to support the safety of their child/young person in school?		
Have parents/carers been informed of any incidents where safety of their child/young person has been of concern?		
Is the child/young person feeling secure in their relationships with adults and peers? (see Social Interaction section)		

The SEND Environment	Y/N n/a	What needs to be done
Has a One Page Profile been completed for this child/young person?		
Are procedures in place to share the One Page Profile with familiar adults and those unfamiliar with the child/young person eg. supply teachers?		
Is One Planning in place for this child/young person?		
Is there a current Adult Response Plan in place for the child/young person?		
Are major/repetitive incidents or communicating behaviours which cause concern analysed so changes can be planned for? (using ABC/STAR analysis tools)		
Has the school/setting communicated appropriately and effectively with the child/young person's parents/carers?		
Does the child/young person separate appropriately from parents/carers at the start of the day and return happily to them at the end of the day?		
Are parents/carers requesting parenting support at home and have they been appropriately signposted?		
Are there any outside agencies already involved in the support for the child/young person?		
If outside agencies are involved, have their recommendations been followed effectively?		
Have interventions provided by outside agencies been delivered?		

The Learning Environment	Y/N n/a	What needs to be done
Have the child/young person's views about their learning been sought?		
Is the child/young person able to access support quickly in the classroom when necessary?		
Is a Learning Support Assistant directed to support the child/young person?		
Does the Learning Support Assistant have a good understanding of the child/young person's needs?		
In line with best practice, does the Learning Support Assistant offer hover support?		
Are there procedures in place to regulate and monitor the use of personalised provision if necessary?		
Is there safe place that the child/young person can access within the classroom when necessary?		
Is the child/young person seated in a place that supports their needs eg. away from distractions or close to the exit?		
Is the child/young person able to attend to and engage with whole class learning?		
Is the child/young person seated with good role models and away from others who may prove distracting?		
Is the child/young person able to work effectively with peers in a group?		
Is the child/young person able to focus and complete independent work for an appropriate period of time?		

Are adults using positive language around and to the child/young person?		
Are adults using the language of Growth Mindset to support the child/young person?		
Are the child/young person's feelings and emotions acknowledged?		
Do staff react consistently to communicating behaviours?		
Are rewards and consequences given fairly and consistently?		
Is the child/young person given access to sensory, movement or brain breaks when necessary?		
Have the child/young person's sensory needs been explored? If so, has provision been made for them?		
Does the child/young person have good relationships with the adults in the classroom?		
Does the child/young person enjoy being given responsibility?		
Are there times when the child/young person can focus on work for longer periods of time?		
Are there specific subjects that the child/young person finds more difficult to engage with, such as Literacy or PE?		
Is the child/young person able to work outside of the classroom when appropriate?		
Is the child/young person supervised adequately when out of the classroom?		

Do all staff know how to react to the child/young person and his/her communicating behaviour when encountering them in the school?		
Is the child/young person able to follow normal school rules and routines without additional supervision e.g. using the toilets appropriately, sitting with peers in assembly?		
Is the child/young person able to line up with their peers?		
Does the child/young person have any other significant relationships with staff or children around the school?		

Social interaction (less structured environments)	**Y/N** **n/a**	**What needs to be done**
Have the child/young person's views about friendships and relationships with adults and peers been sought?		
Does the child/young person have friends they can play with?		
Is the child/young person able to interact appropriately with other children beyond their friendship group?		
Is the child/young person able to play safely and independently?		
Are there systems in place that allow the child/young person to access play opportunities eg. play leaders, equipment?		
Are there alternative, more structured environments available within the school available to support the child/young person eg. lunch clubs?		
Does the child/young person know how to access adult support in less structured environments?		
Do the adults supervising have a clear understanding of the child/young person's needs?		
Do staff react consistently to communicating behaviours?		
Are rewards and consequences given fairly and consistently?		

Appendix 4: Risk Assessment Guidance

Key Questions for the Risk Assessment

1. Assess the risk and reducing the potential for harm

Adopting precautionary and preventative steps which help to avoid, prevent, minimise or mitigate incidents where staff can be harmed. Maintaining a sense of proportion in relation to the assessed risk. Best practice will be to involve parents/carers and the child or young person in this risk assessment process.

Possible questions to inform the risk assessment

- What harm could occur and how severe could this be? How likely is this harm?
- What information is provided for staff, how is it communicated?
- Is the right level of training provided to relevant staff?
- Are there changes needed to the way people carry out their duties or where they work?
- Has there been sufficient accounting of the site layout and the knowledge of the immediate working environment?
- Incident recording and response to incidents.
- How is any information, reports, involvement with other agencies such as the police and Children's Social Care shared?

The assessment will include:

- Identified vulnerable child/young person (those that are most likely to become dysregulated when, where including activities and areas).
- Existing preventative measures and evaluation of the other potential risks.
- Additional preventative and control measures identified, including timescales.
- Communication procedures and review arrangements.

2. Write an action plan

Any actions should be written monitored by Head Teacher/Senior Management and Governors to ensure that all items identified have sufficient resources allocated and have been addressed. The plan should be fit for purpose and tailored to managing the specific risk presented by identified child/young person or groups of children and young people. The plan should include the following:

- Action required,
- Action by whom
- Risk priority
- Projected timescales
- Date completed

3. Monitor, Review and update the assessment

Any risk assessment should be regularly reviewed and updated. It also should be visited again following a significant incident to reflect on any learning or additional protective measures.

Appendix 6 – Behaviour Support Plan / Risk Assessment

Name:		Name of Home Manager:	
DOB:		Signed by Home Manager:	_____
Arrival Date:		Name of Social Worker:	
Legal Status:		Date of Social Worker Received:	_____
Legal Orders:		Physical Intervention Instructor Name:	
Created By:		Signed by Physical Intervention Instructor:	_____
Position:		Health and Safety Officer Name:	
Date:		Signed by Health and Safety Officer:	_____
Updated:	By:	Name of Educational SLT Member:	_____
Updated:	By:	Signed by Educational SLT Member:	_____

Likelihood	Severity	Risk Rating	Scores Between		Main Concerns
1. Near Impossible. 2. Very Low (unlikely) 3. Low (Should not Occur) 4. Low (may occur) 5. Medium (50-50 Chance) 6. Medium (could occur) 7. Medium (Likely to occur) 8. High (Highly Likely to occur) 9. Very High (Near certain to occur) 10 Very High (Certain to occur)	1. Nuisance 2. Minor 3. Minor 4. Minor 5. Moderate 6. Moderate 7. Serious 8. Serious 9. Very Serious 10 Very Serious	Scores multiplied. Likelihood X Severity	0-20	Low Risk	-
			21-40	Low to Medium Risk	
			41-60	Medium Risk	
			61 – 80	Medium to High Risk	
			81-100	High Risk	

1. **MISSING FROM CARE** (Push/Pull Factors):			•
2. **SUBSTANCE MISUSE:** (Drugs, solvent, or alcohol)			•
3. **SELF HARM:** Eating disorders, suicide threats or attempts, cutting behaviours.			
4. **INAPPROPRIATE BEHAVIOURS** (Violence, Aggression, Sexualised) **TOWARDS CARERS AND ADULTS:** Any Lone Working issues			•
5. **INAPPROPRIATE BEHAVIOURS** (Violence/Aggression/ Sexualised) **TOWARDS OTHER CHILDREN/YOUNG PEOPLE:** Bullying, etc.			•
6. **INAPPROPRIATE BEHAVIOURS** (Violence/Aggression/ Sexualised) **FROM OTHER CHILDREN/ YOUNG PEOPLE:** Being bullied, etc.			•
7. **FROM SPECIFIC ADULTS:** (Any no-contact orders or issues with specific adults)			•
8. **TO THE COMMUNITY AND/OR FROM THE COMMUNITY:** (Any orders that direct mobility, issues in crowds) Include any behavioural issues with animals			•
9.			

SPECIFIC ACTIVITIES/ LEISURE PURSUITS: (Link to relevant risk assessment for that activity)			•
10. DAMAGE TO PROPERTY - BUILDINGS, FABRIC AND EQUIPMENT:			•
11. TRANSPORT: (Travelling in car, use of public transport)			•
12. HEALTH: (Any Medical, Physical or Psychological Conditions, Medications)			•
13. EDUCATION:			•
14. USE OF PHYSICAL INTERVENTION: (Specific Physical Interventions techniques used)			

RPI Technique	Approved? (Y/N)	Successful? (Y/N)

15. **CONTACT WITH FAMILY, RELATIVES, FRIENDS AND OTHER CARERS** (Any no contact orders or restrictions, level of supervision			•
16. **OFFENDING BEHAVIOUR:** (Anti-social behaviour, racial abusive, behaviour) Include Legal Orders and requirements:			•
17. **MOBILE PHONE/ INTERNET USE:** (Any orders or restrictions)			•
18. **FREETIME/MOBILITY:**			•
19. **SITE SPECIFIC**			•
			•
20. **SAFEGUARDING**			•
			•

21. **PUPIL VIEWS**	**Date Completed:**		**Member of staff supporting**		
	Q. - How I can be ready to learn:				
	A -				
	Q. - How I can be respectful to other:				
	A -				
	Q. - These strategies work for me:				
	A -				
	Q. - These strategies do not work for me:				
	A -				
	When I meet my expectations – these will be my rewards:				
	Daily		**Weekly**		**Half-termly**

	Q. – If I am not ready to learn what will be my consequences?		
	A -		
	Q. – If I am not respectful what will be my consequences?		
	A -		
	Q. – If I am not safe what will be my consequences?		
	A -		
	Personal Target		
	Notes & Reflection		
22. THERAPY INPUT	•		
23. ANY OTHER (PLEASE SPECIFY):			