

# Storyy AP Positive Behaviour Policy

## September 2023

### **Mission Statement**

We are here for any young people who need the help, guidance and support to get back into school, learn important life skills, need a loving roof above their heads or simply find confidence in themselves.

We will pave the way for our young people by offering the widest range of services, celebrating successes, always placing their needs above all else and ensuring that they have their own, achievable pathway.

### **Aims and Objectives of the Policy**

Storyy Group Provisions are committed to the emotional mental health and wellbeing of its staff, pupils and parents/carers. We wish to work towards this in all aspects of our community and provide an environment that supports the inclusion of all our children and young people. We pride ourselves on being able to model positive behaviour for our students and understand that this can be taught through our own high professional standards. We understand that behaviours that challenge are a communication from our children and young people and seek to find ways to support them without diluting our aims and expectations.

This policy aims to:

- Promote inclusion for all pupils
- Enhance pupils self esteem and foster self-respect and respect for others
- Encourage pupils to take responsibility for their own behaviour
- Encourage pupils to develop independence and self-regulation skills
- Develop pupils interpersonal skills
- Provide a consistent approach to behaviour management
- To outline desirable behaviours and behaviours that challenge
- To outline provision rewards and sanctions
- Promote positive relationships and emotional wellbeing in all staff, students and parents/career.
- Have an awareness of each individual pupil's life experiences which contribute to their presenting behaviours
- Recognise that behaviour is a form of communication

This policy should be viewed in conjunction with other policies including but not limited to:

Anti Bullying Policy

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Absconding Policy

Code of Conduct

Equality Policy

Physical Intervention Policy

Safeguarding Policy

Social Media Policy

Vaping Policy

## **Rights and Responsibilities**

All members of Storyy Group Provisions have rights and responsibilities.

### **Pupils Rights and Responsibilities**

Pupils have a right to:

- Be a valued member of the provision community
- Receive support and guidance
- Have bullying addressed promptly and sympathetically
- Be treated fairly, consistently and with respect
- Develop their skills in all areas of their development
- Have adults available to talk to
- To have their individual needs identified and addressed
- To be in a safe and well managed provision

Pupils have a responsibility to:

- Arrive for their session on time
- Respect the views, rights and property of others
- Co-operate with staff and seek help if they are in difficulty
- Accept ownership for their behaviour
- Behave safely inside and outside
- Engage with the activities to the best of their ability
- Follow the provision routine

### **Parents Rights and Responsibilities**

Parents have a right to:

- A safe and well managed provision for their child
- Reasonable access to staff

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- To have their concerns and queries dealt with promptly and sympathetically
- To be informed about their child's progress, behaviour and health
- Be involved in key decisions for their child
- A suitably resourced provision with well maintained facilities

Parents have a responsibility to:

- Ensure their child attends regularly and on time
- Ensure their child is collected at the end of the day
- Be aware of provision policies and encourage children to abide by them
- Show interest in their child's progress
- Attend planned meetings
- Provide the provision with all the necessary background information about their child and share any concerns or changes that impact their child

### **Staff Rights and Responsibilities**

Staff have a right to:

- Work in an environment where common courtesies and social conventions are respected
- Express their views around policies and procedures that affect their work
- A suitable career structure and professional development
- Support and advice from senior colleagues and external bodies
- Adequate provision facilities and resources
- An environment free from threat and danger
- Emotional support to manage stress and secondary trauma

Staff have a responsibility to:

- Behave in a professional manner at all times
- Ensure that activities are well prepared using available resources
- Show enthusiasm and interest in their pupils
- Foster positive relationships with their pupils
- Value the contribution of pupils and respect their views
- Be aware of the SEN code of Practice and Keeping Children Safe in Education
- Share concerns with parents and professionals where appropriate
- Pursue opportunities for professional development
- Act in a manner in accordance with the company code of conduct
- Be positive role models

## **Desirable Behaviours**

We like to see our young people thrive within our settings. In order to achieve the aims set out in our mission statement, there is a level of acceptable behaviour to ensure all children can be empowered to reach their potential. With this in mind and with support and guidance from our staff, we expect our young people to:

- Engage in all activities to the best of their ability
- Show respect for the views, ideas and property of others
- Be courteous and well mannered to all
- Co-operate with the adults who are supporting them
- Be aware of their rights and responsibilities
- Treat everyone as they would wish to be treated themselves
- Respond positively to staff
- Recognise that their experiences are part of their 'Story'

## **Behaviours that Challenge**

We understand that our young people have challenges and this can sometimes lead to behaviours which are difficult for all. These behaviours include but are not limited to:

- Bullying and unkind behaviour to others,
- Aggressive and violent behaviour which causes harm to others or to property
- Displaying an undesirable and negative approach to activities
- Use of substances, including alcohol, drugs, tobacco or vaping
- Damaging and stealing property belonging to others or the provision
- Abusive language
- Absconding from site
- Verbal abuse or threatening behaviour to others
- Extreme defiance and refusal to co-operate with staff
- Sexual harassment and sexual violence
- Malicious allegations against staff members

Storyy Group are committed to supporting students with regulating their behaviours, including the undesirable behaviours, and aim to provide support and guidance for all our children and young people in accordance with their individual needs. We understand that many of our children and young people have additional needs which have a significant impact on their presenting behaviours and each child has their own life experiences. Our staff continue to seek and engage in high level training to support them to manage pupil's needs across each provision.

Our staff focus on specific principles in their everyday practice in order to support children who display behaviours that challenge. These principles are:

- Empathy
- Connection

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- Attunement
- Trust
- Co-regulation

## **Use of PACE**

Storyy Group Staff are committed to ensuring the emotional wellbeing of our students and have a high level of training around trauma informed processes.

This includes the use of PACE which has its roots in trauma and attachment theory. PACE is an acronym for Playfulness, Acceptance, Curiosity and Empathy. This is a principal by which all staff abide and is at the forefront of our communication strategy with young people. PACE aims to diffuse and regulate our children and young people and support them to engage in all opportunities within our provisions.

## **Rewards and Sanctions**

### **Rewards**

Staff at Storyy Group are committed to raising students self-esteem and achievement through encouragement, praise and positive affirmations. Each provision operates a reward scheme and targets based upon each individual pupil's outcomes.

Rewards are given to acknowledge the contribution and achievement of pupils and are created with young people in mind. Our pupils are encouraged to achieve their set goals and to strive for targets that are specific, individual and realistic. The type of reward offered to a student is scaled depending on age and accessibility.

Staff will keep an accurate record of rewards given to each individual pupil and will ensure that rewards are fair and proportionate.

### **Sanctions**

Staff at Storyy Group are committed to ensuring all our provisions are welcoming and safe environments for pupils. Our staff focus on restorative practices when managing any behaviour that challenges. All members of staff are responsible for supporting our children and young people to regulate and learn about their own behaviours.

Senior Staff and management are responsible for engaging with pupil's host schools and sharing any concerns regarding a child's behaviour or conduct. Host schools may then choose to take further action in accordance with their behaviour policy.

Storyy Group do not have the power to suspend or expel a student from our provisions. Any significant breaches of this policy will result in consultation with the child's host school and any decision around suspension will be taken by the host school.

If a child exhibits behaviours during their session which breach Storyy Group Policies, such as vaping, use of mobile phones or behaviours that challenge which cannot be

regulated with support and these behaviours are causing distress or harm to themselves or others, the child's session maybe ended early and transport home for them arranged. Following this a discussion will be had with the child's host school or place commissioner and further sanctions maybe agreed in accordance with the host school's behaviour policies. This could include provision at Storyy Group being altered or withdrawn. Storyy Group will always aim to be timely in their communication and decision making and the needs of the child will remain paramount in all placement discussions.

If a child is not achieving success within our provision, the reasons for this will be explored and child focussed discussions will be had with parents or carers and the child's host school as to the ongoing appropriateness of the placement. These cases will be taken to the emerging needs panel for decision.

### **Use of Physical Restraint**

At Storyy Group we always try to avoid using physical interventions and regard them as a last resort for a small minority of situations. We provide a planned and differentiated range of activities that provide appropriate levels of challenge to all pupils and maintain an effective provision positive behaviour policy that is known and understood by all staff and pupils.

Physical intervention is our method of last resort, after all other approaches have been tried or in situations of clear danger or extreme urgency. We utilise only the minimum force required to resolve the situation safely.

Storyy Group abide by the ethos and principles of PRICE:

*PRICE Training places a significant emphasis on the importance of primary, secondary and non-restrictive tertiary strategies. From a person-centred approach, that aims to understand and meet the needs of individuals before difficulties arise, to recognising an individual's early behavioural signs (physical, emotional, communicative); our courses offer creative experienced-based skills that are effective in preventing situations from escalating. A significant emphasis is also placed on the use of non-restrictive tertiary strategies, such as de-escalation, diversion, distraction or strategic capitulation as well as the use of breakaway techniques to safely respond to unwanted physical contact.*

The PRICE Principles are:

- Always practise within a human rights and person centred framework
- Have an understanding and awareness of the needs of those being supported
- Plan and prioritise for the use of primary, secondary and non-restrictive tertiary strategies
- As a last resort, use only approved restrictive and non restrictive practises and techniques
- Use reflective practise to change culture and reduce the use of restraint

## **Searching and Confiscation**

Storyy Group follows advice on conducting searches as per the Department of Education 2022 Guidance 'Searching, Screening and Confiscation'.

Storyy Group staff can search a pupil for any item should the student consent. If consent is not given, then a company director and staff authorised by them have a statutory power to search students or their possessions where they have reasonable grounds for suspecting that the pupil may have a prohibited item. Prohibited items include knives or weapons, alcohol, illegal drugs, stolen items, tobacco/e-cigarettes/vapes, fireworks, pornographic images, and any article that the member of staff suspects has been used to commit an offence or is likely to be used to commit an offence, damage to property or injury to a person. Storyy Group staff can seize any prohibited item found as a result of the search. When staff are exercising their powers to search a child, staff will consider the age and needs of students being searched. This includes the individuals SEN needs and will make reasonable adjustments where necessary.

Staff are permitted to search a pupils' outer clothing, including pockets, bags and possessions. The search will not require the pupil to remove any of their clothing and will be conducted away from other pupils and by two staff members. If further searches are required out of this remit, then Storyy Group staff will make a decision around contacting the police to perform this search. Depending on the item and the context of the situation, the item may have to be surrendered to the Police. If the confiscated item is not required by the police then it will be disposed of. Staff will complete a record of any search that takes place on Storyy Group site. Parents will be informed of the search as soon as possible. Searches may include screening of pupils with a hand held metal detector security wand.

## **Substances**

All substances are prohibited at Storyy Provisions. This includes alcohol, drugs, tobacco products and vaping. Any young person who is found to be in possession of tobacco, drugs or alcohol will have these items confiscated and not returned to them. Parents and host schools will be contacted and, if necessary and proportionate, the police may be contacted. If there are concerns around a student being under the influence of drugs or alcohol, precautions will be taken and parents and host schools will be contacted. First Aid will be administered if required. If there are any safeguarding concerns these will be dealt with in accordance with the safeguarding policy.

For additional guidance around vaping please see our vaping policy. All Storyy Group provisions are smoke free sites, this includes vaping.

## **Mobile Phones**

Young People are allowed to bring mobile phones onto site as many of our students will use them during their travel to and from school. However, in accordance with government guidance, mobile phones and other technology must not be used, heard or seen during the day. This applies to anyone on the provision site; staff, students and visitors, with the exception of Storyy Group mobile phones or tablets.

Mobile phones and tablets for work purposes should not be used by students at any time and should be locked with a PIN when not in use. These items are the property of Storyy Group and do not belong to the individual to whom they are allocated to.

Consistent breaches of the mobile phone policy will result in sanctions for staff and students. For further information please see our Mobile Phone and Social Networking Policy.

## **Pupils who are in need of Additional Support**

At Storyy Group we understand that there are children within our provisions who will need additional support. We will work with these children and their families to identify any external services that may be available to support them. Senior management at Storyy will ensure they attend any external meetings to ensure all children and young people are represented and their voices are heard.

Policy Reviewed by Natalie Lee, April 2024

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