

Evolve Enterprise: Behaviour Policy

Mission Statement

Evolve Enterprise is committed to ensuring that our learning environment provides all learners and staff with access to learning and wellbeing through an established sense of community cohesion, cooperation, and mutual respect. Evolve Enterprise strives to develop an ordered, trusting, supportive and caring provision that bases its practice upon a shared understanding of others. Promoting of these commitments is through setting consistent, predictable, and high expectations of behaviour throughout Evolve. Evolve Enterprise is dedicated to ensuring inclusion occurs, where every child and adult feels comfortable to voice their opinions, is listened to, feels safe and well treated.

Aims

The purpose of this Behaviour Policy is to encourage the highest levels of behaviour and to support learners in their responsibility for their own behaviour management. Good behaviour and self-discipline have strong links to effective learning and are vital skills for learners to carry with them both during and after their school years. It is important to note that teachers have the power to discipline learners for misbehaviour which occurs in school, and in some circumstances, outside of school.

This policy extends to all members of Evolve Enterprise and has been devised in agreement with staff, learners, and Directors.

This Behaviour Policy aims to

- ensure expected standards of behaviour are shared with everyone who interacts with and at Evolve Enterprise.
- ensure all adults and learners understand, support, and promote the principles underpinning the policy.
- ensure boundaries, sanctions and rewards are consistent and understood by all.
- enable learners to develop reasoned, self-discipline and socially acceptable behaviour, demonstrating respect towards each other and adults.
- allow all to reach a high level of self-esteem where they are happy, feel good and enjoy each other's company.

Evolve Enterprise is an Alternative Education Provision which aims to provide short term, time limited intensive intervention for pupils who, for a variety of reasons and needs, have difficulties in accessing their mainstream School. We are not a school; our target is always to enable students to return to school or the most suitable education provision for their needs.

- maintain high standards of appearance and orderliness around Evolve, encouraging learners and adults to take a pride in themselves, their provision, and the wider community.
- ensure effective learning opportunities for all.
- ensure inclusive practice and equality of opportunity.

Responsibilities

Legal Guidance and responsibilities

The Department of Education guidance, 'Behaviour and Discipline in Schools; Advice for headteachers and school staff (January 2016)' has been read and used to guide Evolve Enterprise on the legal obligations, powers, and responsibilities in terms of discipline and managing behaviour within the provision.

Learners are expected to:

show that they have understood what is expected of them and acknowledge the responsibility that they have for their own behaviour.

- know the Behaviour Policy and engage in discussions about it.
- participate in discussions at Evolve Enterprise, in school, and at home, that are aimed to develop an understanding of the Behaviour Policy.
- adhere to the Behaviour Policy whilst at Evolve Enterprise and in school, on offsite visits, and to and from Evolve Enterprise.
- support other members of the community in promoting the expectations of good behaviour.
- ensure all work is well presented, completed to a high standard, and handed in on time. If learners are struggling to meet the requirements of their workload for any reason, they should discuss this with Evolve staff who will work with them to draw up a support plan.

Parents/ carers are expected to:

- indicate that they will respect and support Evolve Enterprise's expectations and the authority of the staff.
- know the Behaviour Policy and actively support it through discussions with their child(ren) as appropriate, role modelling and leading through example to support the expectations of the provision.
- ensure their child(ren) adhere to the provision's expectations; that they are in Evolve on time, appropriately dressed, rested, and equipped.

Evolve Enterprise is an Alternative Education Provision which aims to provide short term, time limited intensive intervention for pupils who, for a variety of reasons and needs, have difficulties in accessing their mainstream School. We are not a school; our target is always to enable students to return to school or the most suitable education provision for their needs.

Staff at Evolve are expected to:

set high standards of professional behaviour, politeness, self-discipline and respect to all.

- listen to learners, making it clear through their response that learners' comments are being taken seriously and are of importance
- actively support the Behaviour Policy through discussion with learners, role modelling the expectations at all times in and out of Evolve Enterprise and leading through example.
- discipline learners whose behaviour is unacceptable, who break Evolve Enterprise's expectations or who fail to follow a reasonable instruction (Section 90 and 91 of the Education and Inspections Act 2006).
- discipline learners at any time the pupil is at Evolve Enterprise or elsewhere under their charge.
- apply the principles, rewards, and sanctions as detailed in the Behaviour Policy as part of their classroom and behaviour management.
- report concerns related to behaviour of learners, staff, school and parent/carers to the relevant member of the leadership team (Head of Education/ Director) as laid out in this policy or other policies (such as Safeguarding).

Evolve Enterprise expectations that apply at all times to learners, staff, parents, volunteers and visitors;

- Always be on time
- Maintain a good attendance. Regular attendance is expected by law and Evolve Enterprise takes attendance very seriously. A record of attendance is taken at the start of each day the relevant action will be taken against any learner who is discovered to be truanting.
- Unauthorised absences will be managed in line with the pupil's home school Attendance Policy, as all attendance are reported to school on a weekly basis- non-attendance will be reported on a daily basis.
- Keep your appearance smart and tidy; learners are expected to wear suitable clothing for their activities.
- Be polite and respectful at all times.
- Be considerate of all others within your environment
- Take care of your environment; keep it tidy and place litter in the bin.
- Health and safety equipment is only for use in emergency situations and should not be tampered with under any circumstances

Evolve Enterprise is an Alternative Education Provision which aims to provide short term, time limited intensive intervention for pupils who, for a variety of reasons and needs, have difficulties in accessing their mainstream School. We are not a school; our target is always to enable students to return to school or the most suitable education provision for their needs.

- The following items are not allowed at Evolve Enterprise
 - alcohol
 - drugs (in the case of where a pupil needs to take medication during the school day, please refer to Evolve's Medication Policy)
 - items that can be smoked, such as cigarettes, cigars, e-cigs/ vapes
 - mobile phones
 - matches, lighters
 - chewing gum
 - weapons
 - material that is inappropriate or illegal for children to have, e.g. that is racist or pornographic

Behaviour outside of Evolve Enterprise.

Off site visits.

The expectations provided in this Behaviour Policy apply whilst learners, staff, volunteers and helpers are involved in any off-site school visit.

Travel to and from Evolve.

The expectations provided in this Behaviour Policy apply whilst learners are travelling to and from Evolve Enterprise in the minibus. In doing so, their behaviour will maintain the positive reputation of Evolve Enterprise and the school.

In The community.

Evolve Enterprise will respond to all non-criminal inappropriate behaviour and bullying which occurs anywhere off Evolve Enterprise when this is reported. Responses and sanctions will be in line with this policy and will involve the pupil's parents or carers. As in-line with legal requirements, staff will discipline the pupil on the school premises or in a place where the pupil is under the lawful charge of the staff member. If there is a need to contact other agencies, Police, Social Services then this action will be taken.

Behaviour Management.

Evolve Enterprise expectations.

These have been compiled in consultation with all learners. These expectations occur in all classrooms and in all areas of the school.

Evolve Enterprise is an Alternative Education Provision which aims to provide short term, time limited intensive intervention for pupils who, for a variety of reasons and needs, have difficulties in accessing their mainstream School. We are not a school; our target is always to enable students to return to school or the most suitable education provision for their needs.

1. We are polite and kind to each other.
2. We listen to each other.
3. We look after our provision and everyone and everything in and around it.
4. We keep ourselves and others safe.
5. We do our best at all times.
6. We complete all our work assignments to the best of our ability.

Preventative and De-escalation Measures.

Evolve Enterprise believes that preventing inappropriate behaviour is more effective and beneficial to learners than managing situations when they occur. The aim is to create a safe, positive, and productive learning environment, based on the principles of consistency, fairness, and engagement. In order to provide this, Evolve Enterprise manages behaviour through positivity. To do this, adults, and learners.

- work to ensure positive, professional, and mutually respectful relationships are developed between staff parent/carers and each pupil.
- acknowledge and celebrate the talents, gifts, and differences between individual learners.
- are always asked to do the best they can. Staff members will teach and facilitate this behaviour.
- praise and reward appropriate behaviour
- use behaviour management strategies, such as distraction, addressing inappropriate behaviour quietly, listening to the pupil's voice
- restorative practices are used as a proactive measure to de-escalate situations and to explore, restore and repair relationships

Rewards

Evolve Enterprise recognises that a positive learning environment can be created by recognising positive efforts, praising learners and building mutual respect between staff and learners, and between learners themselves.

Sanctions and Consequences

In all disciplinary actions, it is essential for the pupil to understand that it is the behaviour that is unacceptable, and not the learner as a person. Evolve Enterprise does not issue whole class/ group sanctions. A paid member of staff, or a member of staff who has authorisation from the Director or Head of Education (for instance, tutor, parent volunteers on a school trip), has the authority to issue

Evolve Enterprise is an Alternative Education Provision which aims to provide short term, time limited intensive intervention for pupils who, for a variety of reasons and needs, have difficulties in accessing their mainstream School. We are not a school; our target is always to enable students to return to school or the most suitable education provision for their needs.

sanctions. The sanction, by law, must be issued whilst the pupil is under charge of a member of staff and in proportion and be reasonable, taking into account the pupil's age, any SEN or disability they may have, safeguarding issue and any religious requirements affecting them.

STAGE	BEHAVIOUR	INTERVENTIONS AND CONSEQUENCES
1	<p>Low level inappropriate behaviours</p> <p>e.g. calling out, interrupting when the others are talking, ignoring minor instructions, making inappropriate noises</p>	<p>Apply positive strategies to encourage appropriate behaviours in-line with the school's ethos.</p> <p>e.g. catch them being good praise – happy face, pre-empting the situation, reminder of Evolve expectations, talking quietly to children, restorative conversations, give an object to fiddle with.</p>
2	<p>Medium level inappropriate behaviours.</p> <p>e.g. petty theft, persistent disruptive behaviour, deliberately creating a disturbance, general refusal follow requests, offensive language.</p>	<p>Apply positive strategies and sanctions to encourage appropriate behaviours in-line with the school's ethos.</p> <p>e.g. staff to talk to parent and pupil, record incidents/log, give choice/expectation with timescale, use visual timer, lose time at break time</p>
3	<p>Higher level inappropriate behaviours.</p> <p>e.g. serious challenge to authority, harming someone, repeated refusal to do tasks, harmful, offensive name calling, continuing to leave the class without permission, fighting and intentional physical harm to others, malicious allegations against staff.</p>	<p>Apply positive strategies and sanctions to encourage appropriate behaviours in-line with Evolve's ethos.</p> <p>e.g. Behaviour Plan in place, advice from outside agencies upon targets, strategies and interventions, report card, put behaviour book in place to be logged and signed, involve parents in weekly monitoring of report cards</p>
4	<p>Serious inappropriate behaviours.</p> <p>e.g. bullying – physical and emotional, deliberately throwing objects with the intention of harming someone, repeated challenge to authority, extreme danger of violence, leaving school boundaries, bringing banned substances or items into Evolve.</p>	<p>Involvement of outside agencies.</p> <p>e.g. PSP set up, Fixed term exclusion, Permanent exclusion</p>

Evolve Enterprise is an Alternative Education Provision which aims to provide short term, time limited intensive intervention for pupils who, for a variety of reasons and needs, have difficulties in accessing their mainstream School. We are not a school; our target is always to enable students to return to school or the most suitable education provision for their needs.

Where behaviour puts a learner at risk or others at risk then a fixed term or permanent exclusion will be applied. This may include abusive language or behaviour, drug misuse and or weapons. Violence or aggressive behaviour to others, themselves, or property.

Isolation.

Evolve Enterprise may use a form of temporary isolation, where a tutor removes the learner from a situation to allow to refocus and de-escalate a situation. As with all other sanctions, Evolve Enterprise will ensure health and safety, safeguarding and the pupil's welfare are addressed. Periods of isolation will be for a maximum of one day. The time spent in isolation will be used constructively, with tutors preparing work for learners to complete or working with them.

Bullying (see additional policy)

Learners with Special Education Needs and Disabilities.

Those learners with Special Education Needs (SEN) and disabilities as well as those with additional challenges that some learners may face will be taken into consideration when administering sanctions and rewards. Evolve Enterprise acknowledges that learners with more challenging behaviour may need specific support and an individualised approach. These learners may have an Individual Education and Behaviour Plan or an Educational Health Care Plan in place. Other agencies may become involved to assess the needs of the pupil. Evolve Enterprise works closely with the school SENCOs, Learning Mentors and other agencies involved.

Involvement with Outside Agencies.

Evolve Enterprise will undertake reviews of the needs of learners and involve external agencies, such as the Behaviour Support Specialist Teachers, Educational Psychology Service, Occupational Therapy and Speech and Language Therapy where it is deemed by Evolve Enterprise or the school to be appropriate and beneficial to the learner to do so. This will be discussed with the parent/carer beforehand and signed consent will be necessary in order to engage outside agency involvement.

Physical Contact with Learners.

Evolve Enterprise recognises that there are occasions when physical contact (other than reasonable force) with a pupil is proper and necessary, such as:

- when comforting a distressed pupil.
- when a pupil is being congratulated or praised.
- to demonstrate how to use equipment.
- to demonstrate techniques.
- to give first aid.

Evolve Enterprise is an Alternative Education Provision which aims to provide short term, time limited intensive intervention for pupils who, for a variety of reasons and needs, have difficulties in accessing their mainstream School. We are not a school; our target is always to enable students to return to school or the most suitable education provision for their needs.

Use of Reasonable Force.

Section 93 of the Education and Inspections Act 2006, all staff members, and any other person whom the Director or Head of Education has given the responsibility to be in charge or in control of learners may use reasonable force to prevent learners committing an offence, injuring themselves or others, or damaging property, and to maintain good order and discipline during teaching sessions and otherwise. Use of force should only be used as a last resort. Evolve Enterprise does not encourage the use of force and it will be used rarely. There is no definition of when it is reasonable to use force, as every situation is different and will have to be judged by the staff member in charge at that time. The degree of force used will be the minimum needed and proportional to the situation. All incidents involving the use of force will be recorded on an incident form by staff involved as soon as possible after the incident and copies will be given to the school and Director(s) at Evolve Enterprise. Parents will be informed of the incident although, lawfully, Evolve Enterprise have the right to not inform a parent if they decide it is inappropriate to do so.

Allegations Against Staff (see additional policy)

Race Equality and Equal Opportunities (see additional policy)

Monitoring and Evaluating.

Evolve Enterprise will regularly monitor the behaviour system to ensure expectations, rewards and sanctions are appropriate and effective. The information from our monitoring procedures will be used to identify good practice and to identify opportunities for staff professional development.

Complaints (See additional policy)

This policy will be reviewed annually and will be publicised in writing to all staff, and learners and placed on our website.

This policy was adopted by the Evolve Directors on 01/09/2022

This policy is due for review September 2024.

Evolve Enterprise is an Alternative Education Provision which aims to provide short term, time limited intensive intervention for pupils who, for a variety of reasons and needs, have difficulties in accessing their mainstream School. We are not a school; our target is always to enable students to return to school or the most suitable education provision for their needs.