



# Person-centred Neurodiversity Affirming Behaviour Policy

For Acorn Education and Options Autism  
Schools and Colleges

The Grange Therapeutic School

## BEHAVIOUR POLICY

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**This policy is for Acorn Education and Options Autism schools and colleges**

**Terminology** - please note that the terms "our teams" and "team member/s" include everyone working with the people in Outcomes First Group's services in a paid or unpaid capacity, including employees, consultants, agency staff and contractors.

## **1.0 INTRODUCTION**

We place the safety and well-being of the children and young people we educate and support as its highest priority. We are committed to meeting their individual needs and aim to create a culture where children and young people flourish and enjoy their education. Our approach is informed by our clinical well-being strategies which are based on the most current and up to date research.

Our schools and colleges have different identities and approaches, which are unique to them and reflect the needs of their pupils and students. The aim of this policy is to promote positive behaviour through a supportive and consistent approach that is based on an understanding of our children and young people's needs.

The Grange Therapeutic School is a specialist provision which offers support for children and young people with complex needs. We are a co-ed provision with an age range of 8 -18 we currently support pupils with ADHD, ASD, Attachment Disorder, Sensory Processing Disorder, Oppositional Defiance Disorder, with over a 3<sup>rd</sup> of our pupils having more than 1 diagnosis. The Grange Therapeutic local arrangements can be read in Appendix 1.

The Grange Therapeutic School has a neurodiversity affirming, trauma-informed, needs-led approach that encourages positive behaviour by proactively recognising and flexibly supporting our pupils and students' holistic individual needs. Team members are trained to apply this approach in practice at all times and support our children and young people consistently and fairly, developing positive, respectful relationships with them.

## **2.0 LEGAL FRAMEWORK AND GUIDANCE**

This policy complies with all relevant regulations and other legislation as detailed, including:

- [The Education \(Independent School Standards\) Regulations 2014](#)
- [The Independent School Standards \(Guidance for independent schools- updated April 2019\)](#)
- [Equality Act \(2010\)](#)
- [Education Act \(2011\)](#)
- [Children and Families Act 2014](#)
- [Positive environments where children can flourish, Ofsted Guidance \(2021\)](#)
- [Behaviour and Discipline in Schools DFE Guidance \(2016\)](#)
- [Behaviour in Schools: A guide for Head Teachers and School Staff \(2024\)](#)
- [Use of reasonable Force – advice for school leaders, staff and governing bodies](#)
- [Keeping Children Safe in Education \(KCSIE\) 2025](#)
- [Searching, Screening and Confiscation \(July 2022\)](#)

The [Behaviour and discipline in schools \(2016\) guidance](#) states that 'schools need to ensure they have a strong behaviour policy to support team members in managing behaviour, including the use of rewards and sanctions'. Behaviour policies are typically informed by Behaviourist approaches; however, we are aware that punitive approaches to behaviour management in schools are damaging to children's mental health. This is especially true for Acorn and Options pupils and students who have a significant number of individuals with lived experience of trauma and complex needs.

[Behaviour in Schools: A guide for Head Teachers and School Staff \(2024\)](#) is clear that good behaviour in educational settings is central to a good education, with settings providing a calm, safe and supportive environment which pupils and students want to attend and where they can learn and thrive.

### **3.0 POLICY FRAMEWORK**

The Group is committed to reducing the use of restraint and restrictive practices and supporting preventative practices across all services and is part of the Reducing Restraint Network. The Group's Restraint Reduction Practices Board has developed a policy supplement, *The Use of Restrictive Practices and Restraint Terms of Reference*, which must be implemented as part of this policy.

Our schools and colleges are underpinned by our needs-led and (Acorn Schools - Trauma Informed Practice Strategy, drawing upon evidence-based core principles of **Connect, Co-Regulate, Co-Reflect** (Options settings – Neurodiversity Strategy drawing upon evidence-based principles of Ask, Accept, Develop. Both the Strategy and Accreditation have been shared with our Lived Experience Expert Group and Advisory Board.)

This policy should be read alongside the above strategies, guidance and other relevant school and Group policies and guidance, including:

- Safeguarding Policy
- Anti-bullying Policy
- Child-on-Child Abuse/Peer-on-Peer Abuse Policy
- Suspension and Permanent Exclusions Policy
- Self-Harm/Self-Injurious Behaviour policies
- Medication Policy
- Code of Conduct and Ethics Policy
- Managing Allegations Against Employees Policy
- Complaints Policy
- Trauma Informed Practice Strategy (Connect, Co-Regulate and Co-Reflect)
- Ask, Accept, Develop
- Parent/Carer -School Communication Policy
- Serious Incident Notification Policy

### **4.0 PURPOSE OF THIS POLICY**

This policy aims to promote a move towards an evidence and person-centred, inclusive approach where our pupils and students are supported to experience a sense of belonging.

The policy, practice and procedures aim to reflect and demonstrate the importance of the school's/college's commitment to promoting the entitlement of children and young people to the highest quality of education. This policy aims to promote an evidence based and inclusive approach where pupils and students are supported to learn effective ways of managing their emotions and behaviour to prepare for their future.

#### **4.1 POLICY IMPLEMENTATION**

Everyone is expected and supported to treat one another with dignity, kindness and respect. We use an 'inclusion by design' model', meaning we create school and college environments which are predictable and comfortable.

This policy can be implemented alongside Individual Plans, which may identify a specific approach tailored to a pupil's/ student's strengths and needs.

When incidents of behavioural distress and emotional dysregulation occur, we respond promptly, predictably and with confidence to maintain a calm, safe learning environment. We consider and reflect together how the likelihood of such incidents recurring can be reduced. De-briefing occurs at the end of each day to consider everyone's actions and responses and how to improve practice.

## 5.0 OUR PHILOSOPHY

Young people are all individual and unique and we celebrate this.

- ❖ We have an inclusive by design approach.
- ❖ We value developing strong and respectful relationships within the whole The Grange Therapeutic School community. This includes young people, between team members, with parents/carers, and the wider community, such as CAMHS.
- ❖ We maintain clear boundaries and expectations to create safe and predictable environments.
- ❖ We regularly consult pupils to ensure their voices are heard.
- ❖ We recognise children can be distressed and can experience meltdowns or shutdowns. We also recognise that some behaviours are just part of everyone's childhood and adolescence, for example, pushing boundaries when developing independence.
- ❖ We recognise that as a whole, The Grange Therapeutic School community, we impact one another. Regular reflective practice enables us to understand, make sense of and support this impact positively.
- ❖ Our philosophy is never based on punishment but **focused on solutions**. Our young people are managing the best way that they know how, with the skills they currently have.
- ❖ There are times when children may become so distressed that additional measures may be required to keep them and others safe. Our team members are trained to respond appropriately and must always use the least restrictive intervention possible.
- ❖ Our team members are role models in helping our pupils learn more skillful ways to experience success and create inclusive communities.

## 6.0 MAINTAINING HIGH STANDARDS OF WELL BEING TO SUPPORT POSITIVE BEHAVIOUR

Senior Leaders take responsibility for implementing measures to ensure our approach to supporting needs and behaviour meets the following national minimum expectation:

- ❖ We have high expectations of pupils and students. Our expectation relating to their behavior is always understood according to their individual strengths and needs. We help children understand their needs are unique and responses are such.
- ❖ The Grange Therapeutic School leaders visibly and consistently support all team members in supporting pupils/students' needs and behaviour through following this policy.
- ❖ Universal and personalised measures are in place to support our pupils to be the best versions of themselves.
- ❖ All members of the Grange Therapeutic School community create a positive safe environment in which bullying behaviour, physical threats or abuse and intimidation are not tolerated, in which pupils are safe and feel safe and everyone is treated respectfully.
- ❖ Any incidents of bullying behaviour, sexual violence and harassment, discrimination, aggression, and derogatory language (including name calling) are dealt with quickly and effectively.

### 6.1 KEY ROLES

**The Role of School Leaders** - Our leadership team is highly visible, with leaders routinely engaging with pupils, students, parents / carers and team members on setting and maintaining the school culture and an environment where everyone feels safe and supported.

Leaders ensure that all new team members are inducted into the setting's culture to ensure they understand its rules and routines and how best to support pupils and students to participate in creating the culture of the setting.

All new team members receive bespoke training as part of their induction into understanding the needs of the pupils through the group's Trauma Informed Practice modules and Neurodiversity training modules as appropriate, and *CPI (Crisis Prevention Institute) De-escalation and Behaviour Management Training*. Ongoing training and support are also provided via the professional development arrangements and the Group's Well-being and Clinical Team.

**The Role of team members** - All team members have a responsibility to provide a safe environment in which pupils can learn, including regulation of their own emotions and behaviour, encouraging respect for others, and preventing all forms of bullying behaviour (including cyberbullying, prejudice-based and discriminatory bullying) and being alert to any signs of child-on-child abuse. Team members have an important role in developing a calm and safe environment and establishing clear expectations and boundaries. Team members uphold the whole-setting approach to behaviour by teaching and modelling expected behaviour and positive relationships so that pupils can see examples of good habits and are confident to ask for help when needed.

Team members communicate the Grange Therapeutic School expectations, routines, values and standards both explicitly through teaching skills, visual supports and in every interaction with pupils. Team members also receive clear guidance about expectations of their own conduct, which are set out in the Group's *Code of Conduct and Ethics Policy*.

**The role of pupils** - All pupils deserve to learn in an environment that is calm, safe, supportive and where they are treated with dignity. To achieve this, every pupil is made aware, in line with their individual capacity, of the Grange Therapeutic School standards, expectations, pastoral support, and therapeutic consequence processes. Pupils and students are taught that they have a duty to contribute to the Grange Therapeutic School culture and are asked about their experience of the Grange Therapeutic School and provide feedback in ways that are accessible and meaningful to them. This can help support the evaluation, improvement and implementation of this policy.

Every pupil/student is supported to achieve the best standards they can, including an induction and transition process that familiarises them with the Grange Therapeutic School culture.

**The role of parents/carers** - The role of parents/carers is crucial in helping the Grange Therapeutic School to develop and maintain our culture and approach. Including parents and carers within the whole School community is key to ensure comprehensive support around the young person. Parents/carers are encouraged to get to know our Behaviour Policy and related policies and, where possible, take part in the life of the Grange Therapeutic School and its culture. Parents/carers should be encouraged to reinforce the policy at home as appropriate. Where a parent/carer has any concerns, they should raise this directly with the Grange Therapeutic School while continuing to work in partnership with them.

We build and maintain positive relationships with parents/carers, by keeping them updated about their child, encouraging them to celebrate successes, or holding sessions for parents/carers to help them support the consistency of the policy and their child's needs. Where appropriate, parents/carers should be included in pastoral work, including attending reviews of specific interventions in place.

**Clinical and Well-Being Approaches** - The overarching wellbeing approach throughout the Group is embedded by delivering care, education and clinical provisions that meet a young person's needs, informed by current wellbeing research theory and evidence. The Clinical Well-Being Team is multi-disciplined, and includes psychology/psychotherapy, speech and language therapy and occupational therapy. The Team provides training, consultation, individual therapy, group sessions and facilitate reflective practice for team members.

**Focus on relationships** – Positive and meaningful relationships throughout the whole-The Grange Therapeutic School community are essential to fostering a healthy environment for all. Empathy, trust and consistency are all important in building relationships. For various reasons, children can test and challenge relationships, therefore adults responsible for them require the ability to sensitively and confidently manage the adult-child relationship. There is an expectation that we are kind to one another and help to lead and drive high standards of culture and positive behaviour across the Group to benefit young people.

**Individual needs** – We celebrate difference and make reasonable adjustments to enable children to access learning and engaging to the best of their ability. This approach is informed by formal assessments (e.g. Educational/Clinical Psychologist), EHCP's, Clinical Documents and Plans and getting to know our young people – their likes, dislikes, and how to help them reach their potential. As far as possible, we use a proactive approach to anticipate potential stressors that might lead to behaviour.

## 7.0 CREATING AN INCLUSIVE COMMUNITY

- **Clear expectations and consistent boundaries:** We clearly communicate our expectations through speech, visuals and modelling so all team members and pupils/students (in line with their ability) are aware of the expectations and boundaries appropriate to their strengths and needs.
- **The Curriculum:** Our behaviour curriculum is part of our Personal, Social, Health and Citizenship / Sex and Relationships curriculums.
- **Routines:** Routines and structure are integral to the Grange Therapeutic school day. For example, team members will ensure that pupils and students receive a timetable for their learning and daily activities that is appropriate to their unique age and stage.
- **Environment:** We create calm, welcoming and clean spaces, taking into account the sensory sensitivities and needs of our population.
- **Communication:** We use a total communication approach which aligns with the communication strengths and needs of our population.
- **Emotional Understanding:** Many of our pupils may experience more intense emotional responses and/or struggle to process, share, express their emotions. We support our pupils to develop skills to understand and manage their emotions and behaviour through the use of models, such as, the *Zones of Regulation*. This helps supports a shared language approach within the whole-The Grange Therapeutic School community.

**What we do not support** – this list is inclusive of, but not exhaustive – the Group does not support talking about children and young people in front of them or others, shouting at one another, swearing, and disrespectful language.

## 8.0 USE OF REWARDS AND RECOGNITION

- Recognition - We recognise and celebrate effort not just achievement and examples of our rewards and reinforcements include praise, 'Star of the Week,' days out, unexpected rewards, golden time, certificates. Achievements will be shared with the wider community, such as parents/carers. Rewards are never taken away from a student once they have been earned for the intention of providing a sanction. The use of food as rewards will not be relied upon.
- Rankings – Reward systems will not be on public display as we recognise this could be shaming and demotivating for some young people.
- Unfair incentives - we have eliminated unfair The Grange Therapeutic Schools incentives, such as attendance awards, as we know neurodiverse young people will have difficult days when they struggle to attend school and they should not be penalised.
- Use of monetary rewards – Money will not be used as an incentive for good behaviour

## **9.0 PRESCRIBED MEDICATION – Team members must be familiar with the Medication Policy**

Children and young people within our settings may take prescribed medication. We will work in collaboration with the prescribing professional and those supporting the young person to ensure their needs are well supported, in line with our legal responsibilities. We will support and monitor the impact of this medication. Attendance at The Grange Therapeutic School is not dependent on a pupil or student taking their medication. We will also support young people in their informed consent around medication.

## **10.0 RESPONDING TO DISTRESS AND NEED**

There are times when our pupils/students become distressed and may require other sources of support. When a team member becomes aware they respond empathically, predictably, promptly and clearly in line with this policy.

The first priority will be to establish the physical and emotional safety of pupils, students and team members and to restore a calm environment. Keeping children and young people safe is always the highest priority for all team members.

We will also consider whether the behaviour gives cause to suspect that a pupil is suffering, or is likely to suffer, harm. Team members must be familiar with, and follow, the setting's Safeguarding Policy. All concerns, no matter how small, that a child or young person is being harmed or is at risk of harm must be reported to the setting's Designated Safeguarding Lead (DSL) or Deputy.

The Grange Therapeutic School has responsibility to respond to pupils/student's behaviour outside of the setting's premises (including online) to such an extent as is reasonable.

The Grange Therapeutic School adopts a range of initial intervention strategies to help emotional regulation and behaviour.

## **11.0 NATURAL AND LOGICAL CONSEQUENCES**

Positive reinforcement combined with natural and logical consequences are important and necessary to support our whole The Grange Therapeutic School culture.

All children and young people require boundaries and consequences that are fair, predictable and understandable. Children and Young People are encouraged to be a part of devising these.

Natural consequences occur without the intervention of an adult. For example, a young person might throw a favoured object when they are feeling angry which might then break and therefore cannot be used. Shame is also considered a natural consequence, and young people will require support with this.

Logical consequences are adult-led and are linked to the event, and when a natural consequence may not occur or may be a safety hazard. For example, if a young person removing their seatbelt during a car journey – a logical consequence to ensure safety may be to avoid car journeys whilst a plan to ensure seatbelts are worn is in place.

Natural and logical consequences will be communicated to the young person in an empathic and collaborative way, never in a shaming way.

We do not use punitive sanctions, for example detention or removal of privileges. These can promote a sense of shame, are often not linked to the behaviour and therefore do not encourage our pupils to learn what to do instead. The consequence must always be linked to the behaviour to provide a learning opportunity.

Repairing relationships (a restorative approach) is a key part of natural and logical consequences and it is the team member's responsibility to approach this repair if it is difficult for the young person.

## 12.0 DE-ESCALATION

De-escalation techniques are our primary responsive strategies, these include:

- our team members will use a calm approach with neutral body language.
- our team members will use minimal verbal interactions during de-escalation.
- we will use positive framing language ("kind hands" rather than "stop hitting")
- we will use planned and proactive positive distraction (for example talk about the young person's passion)
- we will divert the young person to a different, preferred activity or experience.
- change their environment (for example allowing a young person to access a calm room or outdoor safe space)
- we will encourage the young person to engage in a preferred sensory activity or strategy to help them co-regulate.
- changes to the team supporting the young person.
- use of space and allowing the young person to move and run, perhaps complete a sensory circuit.
- using visual supports to support the young person to process and understand
- any unique strategies that the young person themselves has requested as part of their consultation to their individualised plan that aligns with the Ask, Accept, Develop Strategy and Connect, Co-Regulate and Co-Reflect.

We do not use:

- planned to ignore
- asking a student why they are behaving in a certain way.
- any shame based approached.
- any language which could be interpreted as threatening, e.g. last chance.'

## 13.0 THE USE OF RESTRICTIVE PHYSICAL INTERVENTION

We are aware that restraint of any kind can have a negative impact on a child's mental health and damage relationships between children and those who educate for them. We work closely to integrate the AAD, TIP and RRN Strategies.

Restraint is only ever used as a last resort response to maximise safety and minimise harm of the child/young person and others.

A reasonable, proportionate and least restrictive course of action is taken when there is an imminent or immediate risk of harm to self or others.

It will always be used for the shortest time possible and only when there is no other alternative to help children and young people and team members to stay safe. Team members are fully trained using CPI and work in line with the Group's *Use of Restrictive Practices and Restraint Terms of Reference*.

Where possible we consult with all pupils about their de-escalation plans to ensure their voice is heard and understood in relation to their triggers and how they want their team members to respond.

## 14.0 SEARCHING, SCREENING AND CONFISCATION

Team members can confiscate, retain or dispose of a pupil's property in line with the [DFE's Searching, Screening and Confiscation Guidance](#). Team members should consider whether the confiscation is proportionate and consider any special circumstances relevant to the case.

Items which contribute to the pupil's wellbeing, neurodiversity and sense of safety (for example fidget toys) will never be removed unless there is a risk of significant harm.

## **15.0 REMOVAL FROM CLASSROOM**

Removal from a classroom is only ever considered when the safety and wellbeing of the individual, classmates and team members are at risk. We will always additionally consider the potential disruption of others learning opportunities in immediate area. The student will continue to be supervised at a level appropriate to their emotional and intellectual needs. At other times, we may choose to remove the rest of their peers in order to ensure their safety and to cause minimal disruption to their learning.

The Headteacher, Principal or equivalent maintains strategic oversight of any removals, makes sure the reasons that may lead to pupils being removed are transparent and known to all team members, pupils and students, that removal is for the shortest time possible, in an appropriate place that is resourced to learn and refocus, supervised by trained team members, with a clear process for reintegration of the pupil into the classroom as soon as it is appropriate and safe to do so. Pupils will not be removed from classrooms for prolonged periods of time without the explicit agreement of the Headteacher, Principal or equivalent.

Team members will reflect on and review the action that was taken to make practice improvements where possible.

## **16.0 SUSPENSION AND PERMANENT EXCLUSIONS**

All pupils and students are entitled to an education where they are protected from disruption and can learn in a calm, safe and supportive environment. Headteachers, Principal or equivalent can use suspension and permanent exclusion in response to serious incidents and to enable time to make the environment safe and ready again before the pupil/student returns.

This will also be seen as a very last resort, as removing a pupil/student from The Grange Therapeutic School as an environment with trusted adults is rarely likely to be in a pupil's/student's best interests. We also recognise the impact this might have on the young person and or parent/carers and will work to support the young person and their family/carers. Please refer to the *Suspension and Permanent Exclusion Policy* for more information.

## **17.0 DE-BRIEFING**

It is good practice to provide a space for young people to de-brief following a significant incident and to support relationship reparation. This needs to be at a time that is appropriate and timely and when everyone is ready. We can use visual and narrative techniques to support and promote learning during any pupil's debrief. It is recognised that some neurodiversity pupils will struggle to reflect as they may not recall memories during a meltdown and therefore, we ensure all de-briefs occur in the pupil's best interest. There are trauma informed neurodiversity affirming de-brief documents that are aligned with the restraint reduction network pledge.

### **17.1 COLLEAGUE WELL BEING**

It is recognised that managing complex needs can be stressful for team members, and we aim to create a positive and trauma informed whole setting culture. Our strategies support individuals to be aware of and also manage their own well-being. Schools and colleges support colleagues after an incident and/or challenging day in a non-judgemental and empathic safe space and post incident de-briefs are mandatory. Teams are also supported with regular reflective practice groups to enable them to process the impact of the work.

## **18.0 RECORDING AND REPORTING**

The Grange Therapeutic School has a strong and effective system for data capture, including all components of the behaviour culture (e.g. Sleuth). This is monitored through trends and patterns objectively analysed regularly by designated team members, with a monitoring and evaluation cycle, with engagement from The Grange Therapeutic School leaders and governors. This enables us to support a whole The Grange Therapeutic School approach to reduce behaviour incidents and restrictive practice. This includes, behaviour incident data, attendance, permanent exclusion and suspension data, incidents of searching, screening and confiscation, and surveys for team members, pupils, students, governors, proprietors and other stakeholders on their perceptions and experiences of the setting's behaviour culture.

The Grange Therapeutic School leaders and team members analyse and audit data with an objective lens and from multiple perspectives: at The Grange Therapeutic School level, group level and individual team members and pupil/student level. The Grange Therapeutic School leaders pose questions to drill down further to identify possible factors contributing to the behaviour, system problems or failure to provide appropriate support. Analysing the data by protected characteristic and using those findings to inform policy and practice help the setting ensure that it is meeting its duties under the *Equality Act 2010*.

**Reporting to outside agencies:** Behaviours presented by the young people which are dangerous or criminally harmful will require reporting to outside agencies, such as the police. If concerns are raised about team members, referral to outside agency may be required, such as the Local Authority or police. Team members must follow the process set out in the *Safeguarding Policy* and *Managing Allegations Against an Employee Policy*.

## **19.0 ANTI BULLYING BEHAVIOUR**

Children and young people may lack the social skills required to manage relationships, and/or they may not have learnt a way of managing relationships through appropriate role modelling. Team members will remain vigilant to signs of bullying behaviour, which could be obvious or subtle, in person or online, and will be dealt with according to the *Anti-Bullying Behaviour Policy*.

## **20.0 CHILD-ON-CHILD ABUSE and SEXUAL HARRASSMENT**

### **Please refer to the Child-on-child Abuse Policy**

Following any report or concerns raised of child-on-child abuse or sexual harassment offline or online, the Grange Therapeutic School will follow the *Child-on-Child Abuse Policy* and notify the Designated Safeguarding Lead (DSL) or Deputy immediately. They should also inform their Clinical Well-being Lead. The school is clear that sexual violence and sexual harassment are never acceptable, will not be tolerated and that incidents where behaviour falls below expectations will be addressed. All team members are aware of the importance of challenging all inappropriate language and behaviour between pupils. The Grange Therapeutic School will never normalise sexually abusive language or behaviour by treating it as 'banter', an inevitable fact of life or an expected part of growing up. We advocate strenuously for high standards of conduct between pupils/students and team members; they should demonstrate and model manners, courtesy and dignified/respectful relationships.

It is essential that all victims are reassured they will be supported, kept safe, and are being taken seriously, regardless of how long it has taken them to come forward. Abuse that occurs online or outside of the Grange Therapeutic School will not be downplayed and will be treated equally seriously. A victim will never be given the impression that they are creating a problem by reporting sexual violence or sexual harassment. Nor will a victim ever be made to feel ashamed for making a report or their experience minimised.

## **21.0 ONLINE INCIDENTS – Please also see the Staying Safe Online Policy**

The way in which pupils and students relate to one another online can have a significant impact on the culture at school or college. Negative interactions online can damage the Grange Therapeutic School's culture and can lead to The Grange Therapeutic School feeling like an unsafe place. Behaviour issues online can be very difficult to manage given issues of anonymity, and online incidents occur both on and off the premises. The Grange Therapeutic School is clear that even though the online space differs in many ways, the same standards of behaviour are expected online as apply offline, and that everyone should be treated with kindness, respect and dignity.

Inappropriate online behaviour including bullying, the use of inappropriate language, the soliciting and sharing of nude or semi-nude images and videos and sexual harassment will be addressed in accordance with the same principles as offline behaviour, and the process set out in the *Safeguarding Policy* for reporting must be followed when an incident raises a safeguarding concern. The Designated Safeguarding Lead or Deputy must be informed immediately.

We will address with the pupil/student online behaviour online that poses a threat or causes harm to another pupil or student and/or could have repercussions for the running of / reputation of the school or college.

### **Please also see the Mobile & Smart Technology Policy**

## **22.0 SUSPECTED CRIMINAL BEHAVIOUR**

In cases when a team member, Headteacher, Principal or equivalent suspects criminal behaviour, the Grange Therapeutic School will make an initial assessment of whether an incident should be reported to the police by gathering enough information to establish the facts of the case. These initial investigations will be fully documented, and every effort will be made to preserve any relevant evidence.

Once a decision is made to report the incident to police, the Grange Therapeutic School will ensure any further action they take does not interfere with any police action taken. However, the Grange Therapeutic School retains the discretion to continue investigations and implement their own consequences so long as it does not conflict with police action.

When making a report to the police, it will often be appropriate to make in tandem a report to the Local Authority. The setting's Safeguarding Policy must be followed, with the Designated Safeguarding Lead (or deputy) being informed immediately.

## **23.0 COMPLAINTS**

Any complaint or concern raised by a young person will be taken very seriously, and team members will be vigilant to obvious and subtle signs of this. A complaint will be dealt with in accordance with the Complaints Policy.

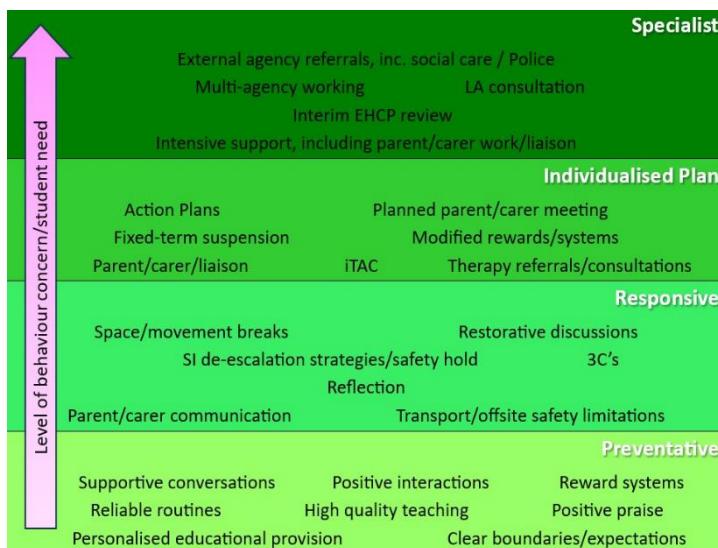
## **APPENDIX 1**

### **Overview**

At The Grange Therapeutic School, we aim to provide all students with a blend of clear, consistent, and reasonable boundaries and expectations, and an ethos of understanding and supporting individual circumstances and needs.

As such, our ADD/TIP systems are framed around upholding our core expectations, rewarding achievement in all its forms and supporting reflection and restoration when undesirable behaviours emerge. Our end goal for every student that attends The Grange is: *'Discover Potential, Achieve Success and Prepare for Life'*.

As part of our development of ADD/TIP practice, and using staff and student voice to inform this, we have outlined 'tiers' of behaviour support available within our setting.



This enables staff and students to understand and identify those strands of practice that are universal – those within the 'preventative' and 'responsive' tiers – and to distinguish those from cases requiring an elevated or more individualised response.

It also highlights the supportive and therapeutic strategies as being core to our practice.

We continue to develop and refine the processes around these tiers, as outlined in the behaviour systems information below.

### **Rewards and Consequences**

#### **Recognition System**

Staff should adopt a positive approach to improving student behaviour.

Such an approach must focus on recognising effort, developing positive relationships and helping build a student's self-esteem, in line with the school's motto. At The Grange, staff help to create an ethos of 'Positive Achievement' in the following ways:

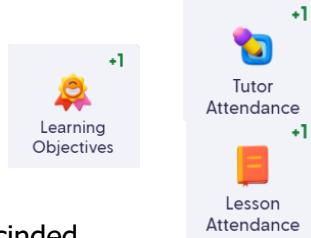
- Personal praise
- Sharing an individual's success in daily reflection.
- Celebrating success in school assemblies.
- Displaying student's work – classroom, school displays, website, newsletter.
- Informing parents/carers of an individual's success
- Celebrating individual achievement of learning and behavioural targets.
- Student's keeping personal records of achievement.
- Extra trust, responsibilities and privileges can be earned in school.
- In assemblies, a 'Star of the Week' certificate is presented weekly for outstanding achievement or improved behaviour.



## ClassDojo

When pupils achieve targets, they will be given Credits on the ClassDojo system, which they can save or transfer in the Credit Shop, and use as tickets to activities on a Friday. The achievements and transfers will be logged and communicated home to recognise success. Credits will be awarded for the following.

- Tutor attendance
- Lesson attendance
- Uniform (including tutor agreed adjustments)
- Learning Objectives
- Personal Target (in agreement with Tutor)



Once these credits have been issued, they cannot be rescinded.

There is not a limit to the amount that can be given out, there is a guide of 4 per lesson – attendance, personal target and learning objectives.

## Credits Shop/ Credits Time

Students earn credits throughout the week and then can exchange these in the credit shop for prizes. Students can roll over their credits per week for bigger prizes; however, the value of items will remain the same each week. The reward shop will be open on a Friday morning. Activities on Friday are related to Credits earned, e.g. activity 1 requires 100-120 Credits on Dojo. Anyone below 70 will be offered a reflective meeting to plan for the following week.

A member of the Wellbeing team will then keep a running total of the students' credits, so each student knows how many credits they have on a weekly basis.

### **1. Expectations, positive practice, and consequences**

#### **Non-negotiable behaviours include:**

- **Absconding from Site:** Students are kept safe at The Grange with secure gates around the site. Students are prohibited from leaving the school site, unless with a member of staff at an agreed and pre-arranged time.
- **Discrimination:** Discrimination and prejudice towards age, ability, gender and gender identity, race, sexual orientation, or religion is not accepted at The Grange.
- **Smoking and Vaping (including being in possession of smoking/vaping paraphernalia):** Smoking and vaping is not permitted anywhere on the school site, including at alternative provisions and offsite learning, and will be treated as a serious breach of the school code of conduct.
- **Mobile Phone Use:** The use of students' own mobile phones and/or electronic devices is prohibited in school.
- **Damage to Property:** Significant damage to property and equipment is not accepted at The Grange.

Logical and natural consequences are used to address these behaviours consistently, whilst still considering students' SEMH needs using our TIP/AAD approaches. Repeated breaches of non-negotiable behaviours will result in meetings with parents/carers and the use of our behaviour escalation process (outlined in Appendix 2), with Fixed-Term Suspension also considered, with reference to the Suspension and Permanent Exclusion Policy.

#### **Smoking/vaping**

As stated above, smoking, including vaping, is not permitted anywhere on school sites including alternative provisions and offsite learning. If students are caught smoking or are in possession of a vape/smoking

material(s) and they refuse to hand these over to staff, then they will be sent home on that day due to health and safety concerns. If this is not possible, then they will be suspended for the following day, and a re-integration meeting will be arranged with parents/carers to look at next steps. The Grange has zero tolerance for this type of behaviour which is in line with government policy that only adults that are aged 18 or above can buy and use smoking/vaping materials.

Additionally, if students continue to bring smoking/vaping material(s) onsite and are clearly breaching the schools code of conduct on a regular basis, then this too can lead to a suspension. This also includes distribution or selling smoking/vaping material(s).

### **Mobile phones**

- Students from The Grange come from around the country and may need some form of electronic device to support their needs during these long journeys. The Grange supports individual needs and understands that electronic devices may be used to help cope with their journey to and from school. However, when students arrive at The Grange, it is compulsory that all students hand in their phone/electronic devices to their either a member of the Wellbeing team or form tutor on arrival, which is kept safe in a locked facility until 3pm.
- Students who are found to be in possession of a smart phone will be asked to hand their phone in. Students in possession of their phone will not be able to access any part of the school day until this has been handed in.
- Whilst the school does not have an individual policy of randomly searching students, it reserves the right to ask students for their smart phone or electric device who are believed to be in possession if there is a genuine safeguarding concern or concern for welfare. This also links to 13.0 Searching, Screening and Confiscation.
- If a student continues to not follow the mobile school policy, then this will be escalated through their form tutor, Head of Key Stage, Wellbeing Lead and then the Head of Education and/or Principal, depending on the severity of the concern.
- Additionally, if students are seen taking photos or videos on the school premises or watching/sharing inappropriate content of their mobile devices, then SLT reserve the right to put appropriate consequences in place to safeguard staff and students at The Grange.
- Repeated non-compliance with the school's phone policy may result in fixed-term suspension.

### **Reflection – Linking to Natural and Logical Consequences**

#### **How does a Reflection work?**

Staff can use a 'Reflection' in a number of ways to support a student(s) and will use the 3 Cs to support learning:

- To help build a positive and secure relationship with a student(s) – **Connect**
- To provide student(s) with regulation when they are finding something particularly difficult – **Co-regulate**.
- To reflect with our student(s) to improve practice, so that an individual can feel that they have been listened to and a part of the process – **Co-reflect**.

Another piece of reflection might be that we try and support our students to catch up with missed work, to support learning and in order for them to be able to achieve their full potential, however, it is important to note that staff will not enforce this, which promotes our AAD/TIP approach.

Student(s) may also reflect after-school if staff have exhausted all options and students have continued to

miss lessons or not displayed the expected levels of behaviour throughout the school day. Staff will continue to use the 3 Cs model, and the outcome will always be to promote and maintain positive relationships, which helps encourage better engagement in lessons.

Additionally, when a student hasn't reached enough points for them to access an activity on a Friday afternoon, they will spend time with the Head of Key Stage to reflect on their week and why things haven't gone so well. Positive engagement in this reflection allows the student to join in an activity for the second half of the afternoon.

## **APPENDIX 2 - Behaviour concern escalation processes at The Grange Therapeutic School**

At The Grange Therapeutic school, we aim to provide all students with a blend of clear, consistent and reasonable boundaries and expectations, and an ethos of understanding and supporting individual circumstances and needs.

As such, our ADD/TIP approaches are framed around upholding our core expectations, rewarding achievement in all its forms and supporting reflection and restoration when undesirable behaviours emerge. Our end goal for every student that attends The Grange is: *"Discover Potential, Enjoy Success and Prepare for Life"*.

There are, however, circumstances where pupil behaviours require increased monitoring and support, to limit the negative impact to themselves and others and to support engagement with school life. Where there are ongoing concerns highlighted through weekly data reviews around a student's behaviour and its impact on themselves and/or others, which have not improved through the use of our standard behaviour policy and practices, this will trigger our escalation of the behaviour concern. This process is outlined below:

### **Early Intervention:**

Weekly reviews of behaviour data may signpost an Early Intervention meeting for students who are finding things difficult. This allows key staff around the student to reflect on the student's current presentation and agree on strategies to implement. Should, after a reasonable period of time, there be no change to the student's presentation, there will be an escalation to Stage 1.

### **Stage One:**

Following either a sustained period of negative behaviour or following a fixed-term suspension, the student will be supported on a Stage One report. Here, the form tutor will discuss ongoing concerns with the student and with home and agree on targets to work towards in school. Increased communication home from the form tutor aims to support the student in changing their behaviour. This will be reviewed after two to three weeks.

### **Stage Two:**

Following continued negative behaviour whilst on Stage One, the level of support the student will receive will escalate to Stage Two. Here, the student's Head of Key Stage will discuss the ongoing concerns with the student and with home and create new targets for the student to work towards. This will again be reviewed after two to three weeks.

### **Stage Three:**

If the student's negative behaviour continues whilst on Stage Two, the level of support will increase to Stage Three, where the Behaviour Lead will discuss the ongoing concerns with home and with the student, and will create new targets for the student to work towards. Timetable adaptations and Alternative Provision might be considered at this Stage.

**Stage Four:**

If support on Stage Three has been unsuccessful, the student will escalate to Stage Four. A concern reaching Stage Four indicates that the behavioural concern has persisted, despite exhaustive use of our universal and individualised approached over an extended period. At this Stage, parents/carers will meet with the Head of Education and an Emergency Review will be arranged to assess the viability of the placement at the school.

**NOTE:** When on each Stage, the concern will be reviewed every two to three weeks. If there has been positive changes in the students' presentation within school, the concern can move back down to the preceding stage, whereas the continuation of negative behaviour may lead to moving up to the next stage of support.



Outcomes  
First Group

