

1. Context

St Andrew's Healthcare CAMHS inpatient service provides care for up to 110 of the most vulnerable and potentially challenging young people in the country with mental illness, autism and learning disabilities. It is therefore a unique setting for young people detained under the Mental Health Act.

Young people are admitted to St Andrew's often due to the high level of risk their challenging behaviour presents to others and themselves. It is common for young people to have been resident in other secure settings but have come to us owing to the previous provision being unable to contain their high levels of risk.

2. Rationale

We believe that high quality, individualised teaching and learning is the key to raising standards and meeting our aims, which are:

- Our young people should see themselves as learners and engage in our programmes of study/enrichment.
- Our young people should enjoy education through a curriculum that is tailored to their individual needs.
- Our young people will develop greater self-esteem and a positive self-image through learning and therapy.
- Our young people will develop the skills and capacity to move forward in their life.

We believe that teaching and learning which takes place in an appropriately stimulating and caring environment is an essential factor in raising standards.

We believe that clear boundaries, consistently applied by all the Multi-Disciplinary Teams, are an essential factor in maintaining good order and effective role modelling.

3. Values

As a college we value:

- Those small changes in behaviour which can signal progress.
- Listening to young people and gaining consensus regarding how we behave and how lifelong learning can become a real aspiration.
- Working hard and doing our best.
- Honesty, kindness and courtesy.
- Awareness of the needs of others.
- Self-discipline and respecting the rights and property of others.

In Education we aim to:

- Work within the individualised risk management and care plans of the young people.
- Create a learning environment where young people are enjoying learning, evidencing their progress, gaining confidence and feeling at ease.
- Value and appreciate one another irrespective of age, gender, race, ethnicity or belief.

4. Promoting Positive Behaviour

St Andrew's College recognises the importance of positive behaviour and its impact upon teaching and learning and in turn achievement. Consistency of approach is crucial along with effective communication and the reinforcement of clearly defined expectations.

Well-prepared and stimulating lessons, in which young people are aware of the lesson purpose, promote positive behaviour.

Effective record-keeping and motivational assessment with weaknesses identified as targets for improvement are more likely to raise self-esteem and promote positive behaviour. Personal reflection on practice, for the purpose of improvement, will be of great importance.

5. Expectations of all college staff

Safety Guidance:

- GOLDEN RULE – Never leave yourself vulnerable.
- Be certain sufficient cover and support is on hand when you are teaching young people in your classroom.
- Always wear your personal alarm.
- Never leave a young person or your teaching group unsupervised.
- Make sure your environment is safe and that sharps or other potential objects of harm are risk managed.
- If sending work to the wards remove staples.

Education Guidance:

- Be aware and respect St Andrew's policies.
- Always be punctual and greet your teaching group.
- Always be fully prepared for your teaching sessions in terms of lesson planning and materials required.
- Always be aware of the potential for extremes of behaviour.
- Do not relax and believe a particular young person will not be a risk to yourself.
- Remain observant and use de-escalation when appropriate.
- If necessary activate your personal alarm.
- Make yourself aware of young people's individualised risk

6. Expectations of Learners

The classrooms are places of learning and a real opportunity to gain skills and knowledge as part of your personal lifelong learning, so:

- Respect each other
- Respect all college staff and visitors
- Respect your property and the property of others
- Be ready for your lessons