

Policy Group: College
Version no: 1.0
Date of Issue: December 2020
Approved by: Charity Executive Committee (CEC)

St Andrew's College Positive Behaviour Policy

1. Policy Summary

The purpose of this policy is to ensure that students in St Andrew's College:

- Engage in our programmes of study/enrichment in a meaningful way, with a respect for one another, staff, visitors and the wider values of the college.
- Enjoy education through a curriculum tailored to their individual needs.
- Develop greater self-esteem and a positive self-image through learning and therapy.
- Develop the skills and capacity to move forward in their life.

Context

St Andrew's Healthcare CAMHS inpatient service provides care for up to 30 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.

Values

In St Andrew's College, we believe that teaching and learning which takes place in an appropriately stimulating and caring environment is an essential factor in raising standards. Clear boundaries, consistently applied by all the Multi-Disciplinary Teams, are an essential factor in maintaining good order and effective role modelling.

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.

2. Links to Procedures

Positive behaviour support plans
EHCPs
Care Plans
RiO notes
Datix

3. Monitoring and Oversight

Responsibility and Accountability

The Leadership team will:

- Write and regularly review the Positive Behaviour Policy, updating and adapting as appropriate.
- Monitor the implementation of the Positive Behaviour Policy in lessons and the college culture through Learning Walks, Rio notes and Management Supervision, taking action as appropriate.
- Take action to communicate effectively the Positive Behaviour policy to college staff and students.

Individual teachers are responsible for:-

- Having an awareness of and respect for St Andrew's policies
- Creating a learning environment where young people are enjoying learning, evidencing their progress, gaining confidence and feeling at ease.
- Promoting positive behaviour by modelling and encouraging respect and appreciation of one another, irrespective of age, gender, race, ethnicity or belief.
- Creating well-prepared and stimulating lessons in which students are aware of the lesson purpose.
- Keeping effective records and using motivational assessment, with weaknesses identified as targets for improvement, in order to raise self-esteem.
- Always being punctual, greeting students, and teaching groups.
- Always being fully prepared for teaching sessions in terms of lesson planning and materials required.
- Ensuring that sufficient cover and support is available when teaching students in classrooms.
- Ensuring that classroom environments are safe and that sharps or other potential objects of harm are risk-managed.
- Ensuring that work sent to wards has staples removed.
- Working within the individualised risk management and care plans of young people.
- Understanding the potential for extremes of behaviour and having an awareness that a student may present a risk to themselves, peers and staff.
 - Always wearing personal alarms.
 - Remaining observant, using de-escalation when appropriate, and activating personal alarms if necessary.

4. Diversity and Inclusion

St Andrew's Healthcare is committed to *Inclusive Healthcare*. This means providing patient outcomes and employment opportunities that embrace diversity and promote equality of opportunity, and not tolerating discrimination for any reason.

Our goal is to ensure that *Inclusive Healthcare* is reinforced by our values, and is embedded in our day-to-day working practices. All of our policies and procedures are analysed in line with these principles to ensure fairness and consistency for all those who use them. If you have any questions on inclusion and diversity please email the inclusion team at DiversityAndInclusion@standrew.co.uk.

5. Training

St Andrew's provides mandatory online and classroom training on De-escalation, Least Restrictive Practice and MAPA (Management of Actual and Potential Aggression). Completion of this training is monitored through the SAP system.

The college holds regular INSET days in which all policies are reviewed, reflected upon and adapted as necessary.

6. References to Legislation and Best Practice

SAH Clinical Risk Management Policy
SAH Incident Management and Reporting Policy
SAH Least Restrictive Practice Policy
SAH Safeguarding Children policy
SAH Personal Alarms Policy
SAH Positive and Safe Policy
SAH Care Programme Approach Procedure

7. How to request a change or exception to this policy

Please refer to either the [Policy and Procedure Update Application Link](#) or the [Policy and Procedure Exception Application Link](#)

8. Key changes

Version Number	Date	Revisions from previous issue
1.0	Sept 2020	Rewritten and formatted on new Charity Template