

General Behaviour Policy

0161 Education CIC



Policy Owner	0161 Education CIC
Reviewed Date	29/10/24
Next Review Date	29/10/25
Reviewed By	Jozef Chlebik

0161 Education helps children and young people shift their mindset to make positive choices for themselves and those around them. We care about the individual. We commit to each programme. We provide change.

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1. Introduction

The purpose of this document is to make clear the expectations for both staff and students when working or learning at 0161 Education.

0161 Education believes in an all-inclusive, supportive way of working that embodies empowerment, respect and kindness. It is our belief that if young people are given the respect and autonomy to do the right thing, they will be respectful in return and make more positive choices. Therefore, we look to focus more on positive rewards and acknowledgements when better choices have been made. We will restart every day as a clean slate and not hold onto mistakes that children have made in the past but focus on moving forward and a restorative and supportive approach.

2. Mutual behaviour agreement

All students will be expected to sign a behaviour contract when commencing their placement. This contract will allow students to understand both what is required of them and what they can expect from staff at 0161 Education. This contract will be kept on file for 12 months following the end of

the placement. This contract is valuable to both the student and staff and will allow for a mutually agreed way of working and if needed. It can and will be referred back to throughout the course of the programme or placement to ensure a continual plan and progress moving forward.

3. What students can expect

Our vision is that young people come through 0161 Education and leave with a more positive experience of education and the skills to be better placed to handle any potential struggles and issues that they face in their formative years. A place where they are valued, cared and listened to.

We understand that students may have experienced adverse childhood experiences and trauma, negative experiences of education and struggling to access any learning or education. We are aware of how this can make young people feel reluctant to engage with professionals and educational facilities. Our students can be assured they will be treated with respect, dignity and kindness throughout the time they are under our care. We will listen to what they have to say, ensuring that their voice and opinion is heard so that they feel safe and happy whilst learning at 0161 Education. If needed they can speak to any member of staff or Director Jozef Chlebik regarding any formal / informal complaints and will be shown what the processes are for this if needs be.

Students can expect positive affirmations and recognition for their attendance, for their work and the standard of their abilities. Through many of our programmes we will focus on personal strengths and positive traits, to emphasise these and how we can use these for positive educational experiences.

We will remember that good behaviour comes from strong and positive relationships with staff members and peers, based on mutual respect and this runs through our organisation.

There will be consistent communication from us to parents and school, particularly focusing on the positives from that student. When giving feedback we will focus not only on the STAR goals they have set but other positives that may have come out of this too.

We will not disrespect, judge or ignore our young people.

4. What we expect from students

No matter the situation, students are expected to listen, show respect and be kind to anyone that is on the 0161 Education premises at any given time. Under no circumstances will we tolerate any kind of discrimination (Please see Equality and Diversity policy for further guidance).

We expect students to give what they can, put their all into the programmes we have laid out, we understand that there are many emotional barriers to education but we ask that young people commit to what they can.

All students will be expected and required to read and sign a behaviour policy contract before commencing a placement with 0161 Education and to adhere and follow this agreement at all times.

5. Rewards

Any positive behaviour will be communicated back to parents and the host school or academy through phone calls and/or postcards home.

Staff will ensure students are given recognition for what they do well, this includes working hard and more personal behaviors such as kindness or respect. This will be done on an individual basis, and reflected in the ILP of the student.

0161 Education understands the risk of self-sabotage with children who have suffered ACEs in the past and will put strategies in place to ensure these children feel supported enough to accept these rewards.

Recognition of good behaviour and actions can also result in visits and meetings with the centre manager and communicated to all staff and other students.

6. Restorative approaches

As we have a positive and restorative approach to our work we will always try to speak to the student, work through the behavioural issues with them as oppose to directly sanctioning.

We will discuss every issue with each student on a case by case basis as no two children are the same, there are certain rules in the trust which everyone must follow and these will be on a 3 strike system (See below).

We hope with these strategies in place the students will feel empowered to make the right decisions and enjoy their time at 0161 Education with minimal disruption to their and others learning.

7. Sanctions

On occasion things will have to be escalated, for any incidents of extremely poor behaviour, where our values have been compromised, a student will be given 1 strike, they can receive upto 3.

For any strike that is given to a student, they will have the opportunity to take part in restorative practice which can reverse this, to discuss what has gone wrong with a member of staff and look at what can be done in the future to ensure this doesn't happen again.

If poor behaviour is consistent and not improving even with restorative practice we will have a conversation with student, parent and host school or academy to discuss the next steps, if the behaviour continually does not improve we will have to end the placement.

Any strikes will be discussed with directors to ensure that students are treated fairly and respectfully. All students, staff and partners can follow our complaints procedure and policy where they feel it is necessary.

As per the agreed behaviour contract, any incidents of violence, abuse towards staff or other students, discriminatory language or behavior will bypass the strike rule and be dealt with immediately through meetings with host school and parents which could lead to immediate ending of the placement.