



Behaviour Policy for Learning Grove Education Limited

Introduction:

Learning Grove Education is committed to providing a safe, supportive, and enriching learning environment within a forest school setting for all students, including those with Special Educational Needs and Disabilities (SEND) and those presenting with behavioural challenges. We believe that all students have the potential to thrive, and we strive to create a culture of respect, responsibility, and positive behaviour. This policy outlines our expectations for student behaviour, the procedures for addressing inappropriate behaviour, and the consequences for serious breaches of these expectations.

Aims:

- To promote positive behaviour and self-regulation.
- To create a safe and respectful learning environment for all students and staff.
- To support students in developing social skills, emotional resilience, and conflict resolution skills.
- To work in partnership with schools and parents/carers to address behavioural challenges.
- To ensure consistency and fairness in the application of this policy.

Expectations for Staff Behaviour:

We expect all staff to:

- To arrive on time.
- Create a predictable routine for students at the start, middle and end of the day that is purposeful and consistent.
- To reinforce clear expectations of behaviour.
- Promote and reinforce positive behaviour, modelling as needed.
- Deliver a suitably planned and structured day which meets all individual needs.
- Deal with incidents of inappropriate behaviour by following Learning Grove Education procedures.
- Report incidents to the safeguarding team.
- Listen attentively to reasonable instructions and follow them.
- Use appropriate language and gestures.
- Treat all fellow staff and students with respect and courtesy.



Expectations for Student Behaviour:

We expect all students to:

- Treat all staff and fellow students with respect and courtesy.
- Listen attentively to reasonable instructions and follow them.
- Participate actively and positively in all activities at their level.
- To inform staff when feeling overwhelmed and requiring a break or timeout.
- Respect the natural environment and all living things within it.
- Take responsibility for their own actions.
- Communicate respectfully and appropriately.
- To arrive on time for the school day and sessions within it.
- To show respect for the beliefs and attitudes of others.
- To follow all the rules of Learning Grove Education.

Expectations in regards to Local Authorities, schools and parents/carers.

We expect all LA's, schools and parents/guardians:

- To work in partnership with Learning Grove Education staff to ensure good behaviour.
- Inform Learning Grove Education staff of any concerns or issues that may impact a student in their setting.
- Respond to concerns raised by Learning Grove Education staff.
- Ensure the student comes to Learning Grove Education prepared.
- To arrange transport to and from the site. Students must arrive on time.
- To support an induction visit as good practice where appropriate.
- To inform students of their attendance and any possible changes.

Strategies for Promoting Positive Behaviour:

Learning Grove employs a range of strategies to encourage positive behaviour, including:

- Positive reinforcement and praise.
- Clear and consistent boundaries.
- Opportunities for student choice and input.
- Restorative practices and conflict resolution.
- Individualised support plans for students with specific needs.
- Modelling positive behaviour by staff.
- Use of natural consequences where appropriate.
- Regular communication with schools and parents/carers.
- Rewards.
- Small and regular recognition of achievements.



The Positive Behaviour System:

It is important that achievement and good behaviour is rewarded regularly.

The main three methods of this include:

- Verbal praise given.
- Reporting to schools and parents/carers.
- Reward cards.

When a student completes their reward card they are able to pick one of the rewards available. The more points they have the bigger the reward a student can select. Points are awarded for outstanding effort and achievement, excellence attendance and punctuality and successes while at Learning Grove Education.

Students enrolled on our AQA unit scheme will also receive certificates regularly to provide them with a visible reminder of their achievements.

Unacceptable Behaviour:

The following behaviours are considered unacceptable and will be addressed according to the procedures outlined below:

Minor incidents include:

- Throwing paper.
- Calling out.
- Chewing.
- Not following reasonable instructions.

Moderate severity incidents include:

- Persistency of minor incidents (as listed above).
- Using a mobile phone on the site, it is recommended phones remain at home.
- Rudeness towards staff.
- Swearing at staff.
- Verbally aggressive behaviour to another pupil.
- Being continually off-task.

Serious incidents include:

- Truancy from Learning Grove Education, including purposely skipping sessions and/or hiding on the site.
- Extreme rudeness towards staff.
- General aggressive behaviour that puts themselves at risk.



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- Aggressive behaviour towards staff or peers.
- Smoking and/or vaping.
- Refusal to comply with other sanctions.
- Theft.
- Bullying.
- Continuous refusal to follow reasonable instructions.
- Damage to property or the environment.

Very serious incidents:

- Persistency of the above.
- Serious incidents of bullying.
- Sexual contact.
- Racial harassment.
- Sexual harassment.
- Fighting.
- Bringing an offensive weapon to Learning Grove Education (eg., knives, pellet guns, fireworks, scissors, laser pen etc. This list is not exhaustive).
- Possession/use of illegal substances or weapons.
- Physical aggressiveness towards a member of staff, this will be treated with the utmost severity.

Procedures for Addressing Inappropriate Behaviour:

Minor and moderate behavioural issues will be addressed through:

- Verbal reminders and redirection.
- Opportunities for reflection and problem-solving.
- Loss of privileges (e.g., limited access to certain activities).
- Communication with school and parents/carers.

Serious and very serious behavioural issues will be addressed through:

- Communication with school and parents/carers.
- Students can be sent home.
- Incident report written and shared with the school.
- Possible suspension depending on severity.
- Return to Learning Grove Education meeting or call with parents/carers.
- Possible meeting with school.
- In extreme cases a review meeting to discuss the removal of a student from the provision.

Sanctions will be applied fairly in accordance with DCSF guidance.



Suspension Policy:

- Suspension is a serious consequence and will be used only when necessary.
- The decision to suspend a student will be made by the Learning Grove management team in consultation with the student's school.
- The school remains liable for the daily fee during any period of suspension.
- Learning Grove will provide the school with a written record of the suspension, including the reasons for the suspension and the length of the suspension period.
- If a student is consistently repeating the same offense, with little improvement, the number of days suspension given will be increased.
- If a student gets more than 5 days of suspensions within a half term, a review meeting or call will be held with a representative from Learning Grove Education and parents/carers to discuss the incidents and plan for the student's reintegration.
- If a student gets more than 10 days of suspensions within a half term a review meeting will be arranged between a representative from Learning Grove Education, the school and parents/carers to discuss next steps and to plan for the student's reintegration.
- Learning Grove Education will take appropriate action where required, which may involve the child no longer being suitable for the provision. The school is also responsible for dealing with serious incidents which are likely to result in the student no longer attending the provision.

Partnership with Schools:

Learning Grove recognises the importance of working in partnership with schools to support students' behaviour. We will:

- Maintain regular communication with schools regarding student progress and any behavioural concerns.
- Share information and strategies to support students' behaviour in both settings.
- Participate in review meetings and contribute to individual behaviour plans.

Policy Review:

This policy will be reviewed regularly to ensure its effectiveness and relevance.

Communication:

This policy will be made available to all staff, students, and parents/carers.

Note: This policy is subject to change. All staff will be trained on this policy and procedures.



Behaviour Incident Report

Student name:		Year:	
Date:		Staff involved:	
Behaviour incident record			
Sanction			

Parents informed: (date and method)	
School informed: (date and contact)	

Signed: _____ Date: _____