

Policy Behaviour of Learners

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Policy	Behaviour of Learners
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1. Introduction.

- 1.1. AreYou - Training and Consultancy believes that in order for effective teaching and learning to take place across all our areas, acceptable levels of behaviour are necessary. We seek to create a caring learning environment by encouraging and acknowledging good behaviour. We promote self-esteem by encouraging learners to value and respect themselves and others. We encourage a safe environment free from disruption, violence, bullying and any form of harassment by implementing a working agreement at the start of each session. We ask all participants to adhere to this.

- 1.2. Within AreYou - Training and Consultancy, we promote early intervention and ensure a consistency of response to both positive and negative behaviour. We encourage positive relationships with parents, carers and/or support workers to develop further external support

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away from the group should Learners need to. We encourage participants to take responsibility for their behaviour. We will agree before each course commences that all participants are able to form part of a group given the detailed referral information that we receive before the course is due to commence.

2. Role and Responsibilities

- 2.1 All staff involved including facilitators and/or support staff will ensure there is no differential application of the policy on any grounds, particularly ethnic or national origin, culture, religion, gender, disability or sexuality. They will also ensure that the concerns of participants are listened to and will make AreYou - Training and Consultancy aware of any concerns as soon as possible and ideally before the next session commences so that the course can be amended to suit all participants' needs.
- 2.2 All Staff, including support staff will be responsible for ensuring that the policy and procedures are followed, and consistently and fairly applied. Mutual support amongst all staff in the implementation of the policy is essential so that a high-quality learning environment is created in which participants develop self-discipline and personal responsibility.
- 2.3 AreYou - Training and Consultancy will be responsible in updating, implementing and ensuring the Policy is adhered to during the sessions throughout the course.
- 2.4 AreYou - Training and Consultancy will be responsible in keeping all participants safe and able to learn effectively therefore they will be responsible for ensuring unacceptable behaviour is dealt with quickly and appropriately.
- 2.5 Participants will be expected to take responsibility for their own behaviour and will be made fully aware of the policy, procedures and expectations. Participants also have a responsibility to ensure that any incidents of disruption, bullying and any form of harassment are reported to AreYou - Training and Consultancy in the first instance. Participants will be encouraged to discuss this with AreYou - Training and Consultancy or their key workers, depending on the circumstances.

3 Approach to behaviour management

- 3.1 We want AreYou - Training and Consultancy sessions to be enjoyable and successful for every participant. Participants should be able to learn, appreciate their sessions, make friends and be enthusiastic about their learning. We want to encourage good behaviour and discourage behaviour that would undermine and disrupt learning or confidence between participants or participants and staff. We will praise and acknowledge desirable behaviour and use a restorative approach to deal with unacceptable behaviour and build positive relationships. If we feel that this cannot be managed within the group due the complexity of need or the learning environment for instance, we will then look to discuss this with the initial referrer.
- 3.2 It is extremely important that any key workers/parents/carers help their participants understand why respecting this policy is important for the wellbeing of every participant and the smooth

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running of the sessions.

- 3.3 There may be rare times when participants/parents/carers/key workers do not agree with the chosen consequence. In such cases, while AreYou - Training and Consultancy will be willing to discuss the matter, we hope that they will nonetheless support the decision.
- 3.4 Most instances of poor behaviour are relatively minor and can be adequately dealt with through restorative conversations. For participants whose behaviour is causing concern (in relation to how they are coping within the planned sessions as opposed to a Safeguarding concern) AreYou - Training and Consultancy will discuss with the establishment/referrer in the first instance and look at possible ways of supporting this individual in an alternative form if appropriate. Decisions will be based upon discussions between AreYou - Training and Consultancy and the Referrer.
- 3.5 Sessions may need to be drawn to a close should there be major disruptions or if a Key Worker is attending then it may be agreed that the individual leaves the session with this support worker. Future plans can then be discussed with AreYou - Training and Consultancy to best support the individual.
- 3.6 In the event of disruptive behaviour, it must be made clear what changes in behaviour are required to avoid future disruption. The Individual will always be given an opportunity to rectify this situation by identifying ways that he/she can continue to work within the group safely.
- 3.7 Seriously disruptive behaviour will result in individuals being asked to leave the group and not attend future group sessions, these behaviours include:
 - Refusal to follow instructions.
 - Threatening or confrontational behaviour towards another member of the community.
 - Fighting/assault towards another member of the community.
 - Aggressive derogatory and/or discriminatory insults/speech towards another community member.
 - Racial/sexual/homophobic harassment.
 - Bullying.
 - Theft.
 - Smoking/possession of drugs
 - Graffiti or property damage
 - Persistent refusal to obey rules
 - Serious actual or threatened violence against another participant or a member of staff.
 - Sexual abuse or assault.
 - Supplying an illegal drug.
 - Carrying a weapon.
 - Arson.
- 3.8 AreYou - Training and Consultancy will consider police involvement and other agencies for any of the above offences and will follow the relevant Safeguarding Policies and Procedures depending on the geographical location and age group that we are working with. AreYou - Training and Consultancy will also notify the referrer of any safeguarding issues and inform them in writing of the referral where appropriate.

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3.9 These instances are not exhaustive but indicate the severity of such offences and the fact that such behaviour seriously affects the discipline and well-being of all participants and staff involved. If a participant is in persistent breach of the provisions of this policy and as a result of his/her actions, there is a severe detrimental impact on the welfare and education of others or staff or commits a serious breach of the behaviour policy by being involved in what may be termed an exceptional one-off incident and as a result of his/her actions there is a serious detrimental impact on the welfare and education of others attending the sessions. There is no comprehensive list of exceptional incidents and participants, referrers, parents etc. should be aware that these will cover actions which constitute unlawful acts whether or not they result in criminal prosecution.

4 Equality Impact Statement

4.1 AreYou - Training and Consultancy will do all we can to ensure that this policy does not discriminate, directly or indirectly. We shall do this through regular monitoring and evaluation of our policies. On review we shall assess and consult relevant stakeholders on the likely impact of our policies on the promotion of all aspects of equality, as laid down in the Equality Act (2010). This will include, but not necessarily be limited to: race; gender; sexual orientation; disability; ethnicity; religion; cultural beliefs and pregnancy/maternity. We will use an appropriate Equality Impact Assessment to monitor the impact of all our policies and the policy may be amended as a result of this assessment.