

# Eccleston Equestrian Centre

## Behaviour Policy



|                                   |                      |                           |
|-----------------------------------|----------------------|---------------------------|
|                                   | Written by: M Cannon | Approved by: Karen Norris |
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## 1. Statement of Intent

To promote positive behaviour and high standards of animal welfare through all staff, students, clients and visiting schools of Eccleston Equestrian Centre. Create a safe and inviting culture in which all students can thrive and achieve regardless of their background or capabilities.

## Aims

This behaviour policy aims to:

- A. Promote positive relationships based on mutual respect.
- B. Ensure equality, inclusion and fair treatment for all.
- C. Communicate clear behaviour expectations and challenge or educate students when behaviour is below expectations.
- D. Communicate clear rewards and sanctions.
- E. Provide a safe environment free from disruption, violence, discrimination, bullying and any form of harassment.
- F. Work collaboratively with all stakeholders in the best interests of the child.

## 2. Legislation

This policy is based on advice from the department of education (DfE) on:

- Working together to safeguard children (2013)
- [Behaviour and discipline in schools](#)
- [The Equality Act 2010](#)
- [Use of reasonable force in schools](#)
- [Special educational needs and disability \(SEND\) code of practice](#)
- [Reasonable adjustments for disabled pupils \(2012\)](#)
- [Supporting pupils at school with medical conditions \(2014\)](#)
- [The Mental Capacity Act Code of Practice: Protecting the vulnerable \(2005\)](#)

## 3. Roles and responsibilities

### Acting Manager:

The manager is responsible for reviewing and approving this behaviour policy. The manager will ensure that the centre and its staff encourage positive behaviour and that staff deal with behaviour below expectations in a nurturing and with trauma informed perspectives. The manager will include all responsible staff when implementing this policy to ensure a consistent approach is adhered to.

### Staff:

Staff are responsible for implementing the behaviour policy and intentionally modelling positive, respectful behaviour towards all, at all times. Staff are responsible for working collaboratively with all clients to maintain high standards of behaviour and welfare of children and animals.

Staff are expected to:

- Create and maintain a stimulating and inviting learning environment that encourages students to learn and develops their individual needs
- Set an encouraging, cheerful tone and context for a positive learning experience which promotes good behaviour within EEC.

### Students:

Students are expected to:

- Show respect to members of staff, clients and their peers
- Within sessions, behave considerately so all students can learn
- Move quietly around the centre
- Treat all animals with respect
- Wear correct uniform and PPE

- Refrain from behaving in a way that brings EEC into disrepute, including when outside the centre
- Follow the centres Social Media policy strictly

#### **Clients/Visiting Schools:**

Clients and staff from visiting schools are responsible for working collaboratively with all staff at EEC to maintain high standards of behaviour to enable staff to teach and promote the welfare of children and animals.

## **4. Anti-Bullying**

Eccleston Equestrian Centre is committed to providing a supportive, caring and safe environment in which all students and clients are free from the fear of being bullied. As a centre we take bullying and its impact seriously. Bullying of any form is not tolerated, whether carried out by a child or an adult. Bullying behaviour is unacceptable in any form. The centre has high expectations of outstanding behaviour, and we consistently challenge any behaviour that falls below this. Anyone who knows that bullying is happening is expected to tell a member of staff. Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff informed, and then discussed with the DSL. A clear account of the incident will be recorded. All staff will be informed so that close monitoring of the victim and bully can begin. Parents/Guardian of both parties will be informed.

### **4.1- Bullying Defined**

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying can include but is not limited too:

- Emotional - being unfriendly, excluding, tormenting, threatening behaviour
- Verbal - name calling, sarcasm, spreading rumours, teasing, use of derogatory language
- Physical - pushing, kicking, hitting, punching or any use of violence
- Extortion - demanding money/goods with threats
- Online – use of social media, messaging and calls. Misuse of associated technology e.g photos and videos.
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact, sexually abusive comments
- Homophobic or biphobic - bullying because of sexuality or perceived sexuality
- Transphobic – because of gender identity or perceived gender identity

All bullying allegations are to be reported to the Designated Safeguarding Lead (Mrs Karen Norris) and will be investigated thoroughly.

Bullying to include but not limited to mental, physical, emotional and cyber bullying.

Bullying fuelled by prejudice is not acceptable and does not promote our inclusive culture at EEC.

Bullying behaviour will be challenged immediately to prevent escalations and promote a safe and positive learning environment.

Bullying incidents will be escalated to relevant parties when linked to safeguarding concerns.

All bullying allegations will be recorded in detail privately to ensure any future incidents are responded to correctly.

Bullying investigation procedure:

Incident reported to DSL- secure the safety of the target of bullying promptly

DSL and relevant team investigate (all evidence, statements ext submitted)

DSL to approach person accused- form solution, clear effective way of preventing reoccurrence.

DSL and management to reflect on incidents and consider learning patterns to implement for future cases.

If bullying incidents reoccur with the same students involved, then disciplinary action will be taken.

Bullying procedures are detailed in our Anti-bullying policy.

## 5. The Policy in Practice

***(A) Promote positive relationships based on mutual respect.***

***(B) Ensure equality, inclusion and fair treatment for all.***

Positive relationships and fair treatment are based on mutual respect and consideration for one another. Below are practical expectations to build and maintain respectful relationships, provide equality, inclusion and fair treatment for all.

| Staff                                                                                                                                                                                                                                                                                                                                                                                 | Students                                                                                                                                                                                                           |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Arrive on time for sessions                                                                                                                                                                                                                                                                                                                                                           | Arrive on time for sessions                                                                                                                                                                                        |
| Plan and organise activities in advance                                                                                                                                                                                                                                                                                                                                               | Be prepared with appropriate clothing/PPE as directed by EEC                                                                                                                                                       |
| Speak respectfully with (not to) students, avoid using sarcasm or intentionally embarrassing students in front of their peers in attempts to make students comply. Be polite when giving instructions or making requests.<br><br>Always give feedback constructively:<br><i>State what the student did well and precisely what they need to learn/do/practise to improve further.</i> | Speak respectfully with staff and students.<br><br>Avoid speaking over others and politely take turns for speaking.<br><br>Avoid using foul or abusive language.<br><br>Always use good manners: please/thank you. |

|                                                                                                                                                                                                                                                                                |                                                                                                                                                                |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Model good manners: please/thank you/well done.                                                                                                                                                                                                                                |                                                                                                                                                                |
| When planning sessions, be considerate of pupils' needs, cultural differences and barriers to learning.                                                                                                                                                                        | Be considerate of others and avoid making negative comments about those who may not have the same capabilities, ethnicity, gender or dress differently to you. |
| When planning sessions, ensure staff have a clear understanding of the prior knowledge and capabilities of the children they are expected to teach.<br><br>Be inclusive, make reasonable adjustments and ensure all students can make a valuable contribution during sessions. | Be considerate of others during teaching, ensure sessions enable everyone to learn.<br><br>Contribute to learning to the best of your ability.                 |
| Always treat animals with respect.                                                                                                                                                                                                                                             | Always treat animals with respect.                                                                                                                             |

***(C) Communicate clear behaviour expectations and challenge or educate students when behaviour is below expectations.***

Clients/visiting schools are expected to communicate the behaviour expectations and animal safety with students, prior to visiting EEC.

This includes:

- Show & speak respectfully to members of staff, clients, other visiting schools & peers
- Within sessions, behave considerately so all students can learn
- Follow reasonable requests and instructions
- Move quietly & without sudden movement around EEC so not to scare the animals
- Treat all animals with respect and take care of equipment/facilities
- Wear correct uniform and PPE as requested
- Refrain from behaving in a way that brings EEC into disrepute, including when outside the centre
- Follow the centres Social Media policy strictly

***(D) Communicate clear rewards and sanctions.***

Rewards:

- Verbal recognition/praise
- Special responsibilities/privileges
- Positive phone calls home
- Celebrations of success with phone calls/letters home/awards ceremonies
- Certification/rosettes

Sanctions:

- Reminders of expectations (repeat in line with student needs)
- Request visiting school staff for support to help students comply and or educate on behaviour expectations
- Where possible private verbal reprimand
- Referring the pupil to a senior member of staff
- Letters or phone call home to parents
- Agreeing a behaviour contract

### **Off-site behaviour**

Sanctions may be applied where a student's behaviour is below expectations or putting themselves, others, property or animals at risk such as a trip, at a visiting school or on the way to or from the centre.

***(E) Provide a safe environment free from disruption, violence, discrimination, bullying and any form of harassment.***

Behaviour expectations and health and safety rules and regulations along with EEC bullying policy ensure staff, students, clients and visiting schools learn and thrive in a safe, positive learning environment. Please refer to EEC Bullying Policy.

***(F) Work collaboratively with all stakeholders in the best interests of the child.***

EEC work collaboratively with all stakeholders in the best interests of students. This means following expert advice on EHCPs, following principles of *The Mental Capacity Act (2005) Code of Practice* and supporting one another to model, maintain and manage positive behaviour and high standards of student and animal welfare in a learning community where every student can thrive.

## **6. Physical Restraint**

Early intervention prevents situations from escalating and staff should always maintain a vigilant approach.

Prevention includes:

- Communicating early and clearly if there are any concerns
- De-escalating by remaining calm, validating an emotion and helping a child to regulate their behaviour
- Removing a child from a situation before a scene escalates

However, in some circumstances, staff may use reasonable force to restrain a student in order to prevent them:

- Hurting themselves or others
- Hurting an animal

- Causing disorder
- Damaging property

Incidents of physical restraint must always be as a last resort and be applied using minimum amount of force and for the minimum amount of time possible. Incidents of physical restraint must never be used as a form of punishment and always be recorded and reported to appropriate parties.

## **7. Training**

Our staff can access training linked to managing behaviour through acting managers (Karen Norris/Michael Cannon). SEMH/SEND, behaviour management and safeguarding also form part of EEC continual professional development.

## **8. Monitoring**

This policy will be reviewed by management every 12 months. At each review the policy will be approved by the proprietor.

## **9. Links**

This behaviour policy is linked to the following policies:

- Safeguarding policy
- Anti-bullying policy