



# MBN ARTS

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## Behaviour Policy

| Version control |                                                                                                             |
|-----------------|-------------------------------------------------------------------------------------------------------------|
| April 2023      | Policy created                                                                                              |
| March 2024      | Policy checked and relevant slight changes have been made                                                   |
| August 2025     | Some changes made in regards to serious behaviours and coaches gaining management support whenever required |

|                      |             |                 |                   |
|----------------------|-------------|-----------------|-------------------|
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## **1. Introduction**

1.1 This policy is a statement of the aims, principles and strategies for Positive Behaviour with our provision at MBN Arts. It lays the foundation, upon which our attitudes, respect and conduct towards one another are based and should be read in context with all other policies.

1.2 At MBN Arts we expect and demand high standards of behaviour from all members of our staff, visitors, students and parents/guardians. We work with children to help them develop self-discipline and self respect. All members of our community have a responsibility to treat each other with fairness, honesty, consideration and consistency.

1.3 To be successful, we need to promote and be unwavering in our high expectations for behaviour. This policy is implemented consistently across our provision to ensure that the aims and principles for young people are met.

## **2. Systems in place to promote positive behaviours**

2.1 Within MBN Arts there is a system of rewards and sanctions is used to fulfil the aims of the policy:

### *Systems used to support positive choices*

- All young people have a portfolio of all their work to show their progress and achievements within their time at MBN Arts
- Achievable targets will be set for individual young people and achievement acknowledged (IEPs that continue for a 3 month basis and during each individual session)
- Promoting a positive approach to making good choices
- All coaches will apply the Behaviour Policy consistently

### *Positive choices are recognised in a range of ways including:*

- Verbal praise- directed at positive learning
- Sharing achievement: with other young people, staff, parents/guardians
- End of term treats e.g. film day, trip to another site, offsite visit

## **3. Levels of disruption**

3.1 Low level disruption is an action of a young person that will require a verbal reminder that they are not making the right choices. For example, refusal/non compliance, not listening.

3.2 Serious behaviours are behaviours that puts the other young people or themselves, coaches at risk from emotional or physical harm. For example, Homophobic comments, aggression/violence, damage to property, spitting. These behaviours will need to be recorded using our incident forms parents/guardians will be notified of these incidents.

3.3 Individual behaviour plans, Risk assessments will be put into place if these behaviours are repeat behaviours, whether this be low level disruption or Serious behaviours. If serious behaviours are frequent the management team will have a meeting with the relevant professionals and parents/carers about how to move forward positively, with the discussion around the other young people on site.

3.4 The management team will deal with any serious behaviours to ensure that coaches are not harmed, coaches are aware to get help from the management team in any way they deem necessary. The management team will have relevant training in restraint techniques and apply these where necessary. When serious behaviour is being shown, two members of the management team must be present to ensure that they are protected against potential accusations.

3.5 Members of the team that are not dealing with the disruption must ensure that all other young people and coaches are in a place of safety e.g. the back room with the door taken off of the latch, the back garden with a member of staff by the door.

#### **4. Sexual Harassment (SH):**

4.1 Within our provision at MBN Arts we want everyone to feel included, respected and safe. We will not tolerate any sexual harassment or any kind. This can include name-calling and sexist comments. Sexual harassment, such as sexist comments, remarks, jokes or inappropriate online messaging, is defined as any intent to discriminate based on sex. This includes behaviour or attitudes that create stereotypes of social roles based on sex. All coaches and young people will report this behaviour.

4.2 If young people make sexist comments or demonstrate any examples of the above, we will:

- Get a member of the management team to assist with the following if required
- Ask the perpetrator to apologise to anyone the comment was directed at
- Support and educate the perpetrator to improve their future behaviour
- Make relevant coaches aware and monitor future behaviour for any recurrence
- Record these behaviours on our online reporting system, my concern.
- Record the behaviours on an incident form.
- Escalate the sanction to a formal meeting with parents/guardians, and with other professionals. The incident form can be sent to all involved.
- Report to police or MASH if these behaviours are out of character and/or threatening

#### **5. Sexual Violence (SV):**

5.1 Within our provision at MBN Arts we want everyone to feel included, respected and safe. We will not tolerate any sexual abuse or violence, which includes encouraging or forcing peers to engage in any form of sexual activity (this can include online messaging and upskirting). All coaches and young people will call out and report this behaviour.

5.2 If coaches are made aware of any sexual violence or demonstrate any examples of the

above, we will:

- Get a member of the management team to assist with the following if required
- Separate the perpetrator and the victim immediately
- Record any reports made by the victim, perpetrator and any witnesses on our online reporting system, myconcern
- Record the behaviours on an incident form.
- Escalate the sanction to a formal meeting with parents/guardians, and with other professionals. The incident form can be sent to all involved.
- Collect and collate any relevant evidence (particularly if online) and add these to reports
- Support the victim to ensure that they feel safe and secure with our provision
- Make relevant coaches are aware and monitor future behaviour for any recurrence
- Inform parents/guardians of all young people involved of the incident and actions in place
- If necessary or appropriate, escalate the sanction to inform the police.

## **6. STOP and SEARCH in line with: The Education Act 1996 and Article 8 of the European Convention on Human rights**

6.1 The management team can search a young person for any item if the young person agrees in accordance with safeguarding protocols. If coaches see or believe they have seen something on a person they must contact the management team immediately.

6.2 The manager and deputy manager have a statutory power to search possessions, without consent, where they have reasonable grounds for suspecting that the individual may have prohibited items.

Prohibited items are:

- Knives or weapons
- Alcohol
- Illegal drugs
- Stolen items
- Tobacco or cigarettes (when underage, if of age these need to be locked away during sessions)
- Fireworks
- Any item that has the member of staff reasonably suspects has been or will be used to commit an offence, cause injury to self or others, damage property

6.3 If a young person does not agree to turn out pockets, open bag etc. then the behaviour policy will be followed. The parents/carers must be contacted prior to the search, the individual must be separated while they are being contacted. The person asking to carry out the search should be the same sex as the individual or have a witness who is the same sex within the room, the search process requires two adults at all times, to protect the young person and also the adults. This rule will only change if the person requesting the search believes immediate harm will result in delaying the search. The person conducting the search will not require the removal of any clothing other than outer clothing i.e. coat, hat, scarf, shoes, boots, jumper (if this is not the clothing that covers direct skin). An incident

form will be carried out by the two members of the team that were present.

6.4 Parent/guardian will be informed where alcohol, drugs or potentially harmful substances are found. Coaches can seize, confiscate, retain or dispose of any prohibited item found as a result of a search where reasonable to do so. MBN Arts can seize any item they consider harmful or detrimental. An incident form will be carried out regarding this.

6.5 Where items have been seized, decisions will be made by coaches as to whether there is 'good reason' to inform the police depending on the nature and value of the items.

6.6 If a young person displays dangerous behaviour, it may be deemed necessary by to suspend or exclude that young person from provision with immediate effect, bypassing the steps above.

6.7 The local authority and professionals will be informed of the above.

## **7. Suspension/Exclusion Procedures**

- Young people may be suspended or permanently excluded in line with LA exclusion procedures.
- Following a suspension, young people attend a reintegration meeting with the managing director. A parent/guardian is also asked to attend. During this meeting, assurance is sought from the young person and the parent/guardian that the behaviour which led to the suspension/exclusion will not be repeated. It may be necessary to put steps into the young persons session to ensure they are well supported.
- The SENCO may be asked to offer advice where necessary to ensure any vulnerabilities or additional needs the young person has are accommodated.
- Where a young person has been out of provision for a period, a careful plan is set up for the students return so that a recurrence of previous poor behaviour is minimised.
- Permanent exclusions should be used as a last resort, when all other reasonable steps have been taken.

## **8. Parent, Guardian and Adult Behaviour**

8.1 The code of conduct applies equally to parents/carers, coaches, LA officials, AAT officials, and visitors when on the school site.

8.2 MBN Arts will not tolerate any form of abuse verbally or physically from a parent/guardian or any adult. The managing director must be informed of any incidents immediately. Coaches are aware to provide support to other coaches if they feel comfortable to do so. Incident forms are made regarding this.

## **9. Anti-Bullying**

9.1 Part of our Behaviour expectations include all actions to discourage bullying in any form including online or cyber bullying. This is clearly outlined in our anti bullying policy.

## **10. SEND**

10.1. Each young person that attends our provision has an SEND and an EHCP or an emotional vulnerability e.g. being in care, awaiting EHCP, or for reintegration purposes.

10.2 At MBN Arts the young people will require support with development, self development, learning, mental, emotional support and some young people will need to have alternative or bespoke behaviour management support. This is outlined in the young person's individual EHCP, risk assessment and/or behaviour plan.

10.3 We will take into consideration the SEND needs when dealing with behaviours, and these are included within the EHCPs, and risk assessments e.g. hitting, smacking, biting, coaches or other young people, however these will not be tolerated if repeated, the coach will be able to inform the young person of the unacceptable behaviours and seek management if it persists. If this behaviour is repeated parents/carers and professionals will be informed.

## **11. Monitoring**

11.1 The SENCo will continually monitor the behaviours of the young people at MBN Arts and three monthly IEPs will be created, continually modified if necessary.

11.2 Risk assessments will be monitored and updated 6 monthly or earlier if necessary.

11.2 Parents/guardians, other professionals and coaches will be updated on any changes made and if they are required to support the behaviour plans in any way.

11.4 This policy will be reviewed and updated annually.