



# The Learning Farm - Behaviour and Relationships Policy

<b>Operational Owner</b>	Nicky Cummings
<b>Effective date:</b>	01/09/2025
<b>Review date:</b>	01/08/2026 (annually)
<b>Related documents</b>	Safeguarding Policy Student and staff expectations document Environmental Policy Emergency Policy Infection Control policy Fire Risk Policy Health & Safety Policy

## Purpose

The purpose of this policy is to set out the behaviour and relationships The Learning Farm expects from all aspects of its interactions with students and staff working on behalf of The Learning Farm, and assigning representatives.

## Policy Statement

Government guidance requires alternative provisions (AP) to have a written behaviour policy. Our behaviour policy helps us to create a caring and motivating environment in which staff and students can work safely and allows us to encourage the involvement of schools in the development

of the child and work positively with support agencies in order to promote trust and confidence.

## **Policy Aims**

This policy aims to:

- Provide a consistent approach to behaviour management and to promote positive relationships.
- Define what we consider to be unacceptable behaviour, including bullying.
- Outline reasons why students misbehave and what can be done to allow students to learn from the experience.
- Provide a holistic, inclusive model for our understanding of self-regulation and behavioural needs.
- Provide guidance to staff and other stakeholders on how to support our young people to self-regulate, manage their behaviour and feel safe so they are ready to learn.

**We aim to enable students to:**

- Stay safe
- Enjoy and achieve in their learning
- Make a positive contribution
- Access the full range of learning opportunities in a calm, positive environment
- Achieve through appropriate expectations of work and behaviour with praise and celebration and explicit and consistent consequences
- Behave appropriately in our learning and farm settings
- Value the rights of the individual and animals

## **What are the principals of a Behaviour and Relationships Policy?**

- To raise students' self-esteem
- To promote/develop empathy and respect for self and others
- To develop in students a sense of self-discipline and an acceptance of responsibility for their own actions
- To ensure regular attendance
- To develop an awareness of and adherence to appropriate behaviour
- To empower staff to determine and request appropriate behaviour from everyone
- To acknowledge that the maintaining of good behaviour within The Learning Farm is a shared responsibility
- To ensure the rights and responsibilities of all members of The Learning Farm community

- To ensure the policy is fully understood and is consistently implemented throughout The Learning Farm
- To ensure effective mechanisms are in place for the monitoring and evaluation of this policy

## **Promoting Positive Relationships**

All children at the Learning Farm will be supported by promoting self-regulation and positive behaviour that will be emphasised by the quality of our relationships and our provision.

At The Learning Farm our positive and restorative approach contributes to the child's ability to self-regulate and manage their behaviour so they can be ready to engage with their learning. We incorporate a holistic, whole-person approach to ensure we plan for the needs of all our young people.

## **At The Learning Farm we believe that:**

- Our young people want to behave well.
- Behaviour is a means of communication and we must ensure that all young people are supported to communicate their needs safely and appropriately.
- With the right support and intervention, young people can learn to self-regulate and manage their own behaviour.
- Mistakes are part of the learning process and we recognise that all of our young people are at their own personal stage of development.
- Restorative approaches promote mutually respectful relationships, manages behaviour and conflict and supports development of students' emotional growth and well-being; respect for themselves and others; responsibility for their own behaviours and that of others.

## **Staff at The Learning Farm work with our students and other professionals to develop strategies to support students' learning:**

### **Staff can support our young people by:**

- Being mindful and reflecting on the quality of our relationships with each other.
- Reflecting and being committed to continuously improve the quality of our provision.
- Reflecting with schools and professionals, so we are well-informed and have insight and understanding of individual needs.
- Working with our young people, their schools and other professionals who are

working with and supporting our students, e.g. schools, CAHMS etc.

- Investing time and providing a safe place for young people to practice skills and make mistakes, from which they can learn, develop and grow.
- Employing restorative approaches when things go wrong.

## **The quality of our relationships**

Respectful, trusting relationships are crucial. Each member of staff at The Learning Farm is a significant adult for our students.

To foster successful, enabling relationships staff at The learning Farm will:

- Have high expectations for all our students.
- Actively build trust, respect and responsibility.
- Listen respectfully to students and encourage respectful dialogue with and between students.
- Quietly but firmly hold appropriate boundaries for students.
- Employ restorative approaches.
- Consider what might be behind the behaviour; why the student is behaving in this way.
- Seek support from colleagues to problem-solve behaviours that challenge.
- Be non-judgmental about young people's life experiences
- Build positive working relationships with schools to reflect and plan in order to ensure consistency in approaches between The Learning Farm and school.

## **DISCIPLINARY PROCEDURE – GRADUATED RESPONSE**

This procedure applies to all students at The Learning Farm and exists to ensure fair and consistent treatment for all in relation to disciplinary action taken in response to allegations of unacceptable conduct, in order that The Learning Farm is a safe and happy environment for staff, students and visitors.

### **General principles:**

- No action shall be taken against a student until The Learning Farm has fully investigated the matter complained of.
- If appropriate, The Learning Farm may suspend a student whilst an

investigation takes place.

- If a group of students were present during an incident of misconduct, each student holds joint responsibility for that misconduct.
- In general, The Learning Farm will adhere to the procedure laid down in partnership with the referring school.

#### **Stage one – verbal warning:**

If conduct does not meet acceptable standards, the student will be given a formal verbal warning by the supervising member of staff. Restorative meeting will be held to engage the student in a positive, reconciliatory process to repair any harms done. The student and their school will be advised of the reason for the warning, that it is the first stage of a formal disciplinary procedure and that they have the right to appeal against the warning. A copy of this warning will be placed on the student's file.

#### **Stage two – written warning:**

If a serious disciplinary problem arises, a student will be asked to attend a meeting with the Alternative Provision Lead (and other member of staff where appropriate) and a representative, such as a teacher. The restorative meeting will be to agree a personal action plan to support the student to engage positively at The Learning Farm.

The warning will state that if the student commits a further offence during the period specified in the warning, action under stage 3 will be considered. Copies of written warnings and action plan will be placed on the student's file and copies sent to the relevant referral staff.

#### **Stage three – final warning:**

The written warning will give details of the complaint and the time limit within which a stated improvement must be made. If required, a further meeting with the student and their school will be held to revise the personal action plan. The warnings will also advise of the right of appeal. Copies of final written warnings will also be placed on the student's file and copies sent to the relevant referral staff.

#### **Stage four – notice of dismissal:**

The Alternative Provision Lead will give notice of dismissal if the student fails to comply with the procedure.

Representatives from school will be in consultation at all stages of the process to ensure transparency and fairness.

#### **Serious misconduct:**

We do not believe that suspensions from The Learning Farm's Alternative Provision are the most effective way to support students and we will endeavour to adapt and personalise our delivery in order to ensure that students are able to access the

provision.

However, a student who is accused of serious misconduct may be suspended from The Learning Farm whilst an investigation occurs. The Alternative Provision Education Lead, after consultation with the school, may give notice of dismissal to the student if, on completion of the investigation, the student is found responsible of any of the transgressions listed under Serious Misconduct (below). Such dismissal may be without notice and will be confirmed in writing specifying the reasons for dismissal. Serious misconduct is misconduct of such a nature that The Learning Farm could be justified in no longer tolerating the continuing presence of a student committing the transgression, bearing in mind the particular needs or vulnerability of other client groups attending The Learning Farm.

Decisions to dismiss a student are made on an individual basis and will be a reasonable and measured response. Dismissals will be recorded and incidents shared with school and professional services.

A student may be dismissed for any of the following examples of serious misconduct:

**Serious misconduct is defined as:**

- Repeated breaches of The Learning Farm rules
- Animal cruelty
- Harming or endangering other persons or self, for example, by ignoring instructions and/or contravening safety rules
- Any form of bullying
- Fighting
- Vandalism and deliberately damaging The Learning Farms property.
- Theft
- Smoking
- Being under the influence of alcohol or drugs
- Racist, sexist, homophobic or discriminatory behaviour
- Possession of prohibited item(s)
- Any action for which it would be appropriate for The Learning Farm to take legal action

**Possession of any prohibited items which are:**

- Knives or weapons
- Alcohol
- Illegal drugs
- Stolen items

- Fireworks
- Inappropriate images
- Any article a staff member reasonably suspects has been, or is likely to be, used to commit an offence, or to cause personal injury to, or damage to the property of, any person (including the student)

This list is not exhaustive and is drawn up to illustrate the type of behaviour that is not acceptable when at The Learning Farm. Enquiries into the behaviour of our students will always take into account the needs and difficulties experienced by those individuals.

### **Confiscation**

Any prohibited items found in students' possession will be confiscated. These items will not be returned to students. We will also confiscate any item which is harmful or detrimental to behaviour at The Learning Farm. The school will be advised and the item will be returned to them or, if appropriate, handed over to the police.

## **Roles and responsibilities**

### **The Alternative Provision Lead**

The Alternative Provision Lead is responsible for reviewing this behaviour policy, ensuring that the environment at The Learning Farm encourages positive behaviour and that staff deal effectively with poor behaviour, and will monitor how staff implement this policy to ensure rewards and sanctions are applied consistently.

### **Staff**

All staff are responsible for:

- Implementing the behaviour policy consistently
- Modelling positive behaviour
- Providing a personalised approach to the specific behavioural needs of particular students
- Recording behaviour incidents

### **School**

Schools are expected to:

- Support the child in adhering to this policy

- Inform staff at The Learning Farm of any changes in circumstances that may affect the child's behaviour
- Discuss any behavioural concerns with the AP Lead at The Learning Farm as soon as possible

## **Training**

Staff and volunteers at The Learning Farm will be provided with training on managing behaviour and building positive relationships. Behaviour management will also form part of continuing professional development.

## **Monitoring arrangements**

This behaviour policy will be reviewed by the Alternative Provision Lead every two years or sooner if an incident or guidance dictates an earlier review.

**Student ↔ Farm Staff ↔ School expectations**

*Everyone is expected to be respectful and responsible towards each other, our animals, the environment and our resources; learn from one another and our surroundings; encourage each other to work to the best of their ability and persevere with challenges.*

## Helping us to help you

- ✓ We work with farm animals, machinery and tools.
- ✓ Listen to instructions; follow them safely with due care and attention.
- ✓ The Learning Farm is a non-smoking, non-vaping environment.
- ✓ Mobile phones and handheld devices need to be handed in for safe keeping.
- ✓ Suitable clothing needs to be worn for working on the farm.
- Wear layers, there can be four seasons in one day on the farm!  
Have a Jacket, jumpers and trousers, waterproofs, suitable footwear (e.g., walking boots/wellingtons) and woolly socks, working gloves and an appropriate hat (woolly in winter and a sun hat in the summer, sun protection).
- ✓ A protective hat will be provided when interacting directly with any of our ponies, donkeys or horses.
- ✓ Policy documents will be available on our website.

Signature of student.....

Date:

Signature of farm staff.....

Date:

Signature of representative.....

Date: