AEM Sutherland House School | Braithwell

Sutherland House School Braithwell

Behaviour Policy

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1. Policy Statement

- All staff at Sutherland House School are responsible for the wellbeing of our pupils, including providing support, guidance, and maintaining a positive and friendly learning environment.
- Staff act as role models, encouraging the development of appropriate qualities and behaviour, and ensuring the learning environment remains calm and encouraging.
- We promote self-control, consideration, and respect for all individuals. Understanding between all members of the school is encouraged through the curriculum and all other opportunities.
- Our goal is to foster a learning environment where all pupils can participate and achieve their potential.
- Teaching appropriate behaviour in different situations is central to enabling independence and preparation for adulthood.
- Sutherland House School does not use punitive sanctions. Instead, we focus on positive and proactive support. Whilst sanctions are not used, natural consequences may occur which must be discussed and supported by a member of the senior leadership team e.g. child is not safe and making appropriate choices in the community and therefore can not access a community session.
- For procedures relating to exclusion or end of placement, please refer to our Exclusion and End of Placement Policy.
- All pupils attending Sutherland House School have a comprehensive Positive Behaviour Support Plan in place. Please refer to the PBS policy.

2. Behaviours of concern

- We recognise that behaviours which may challenge are often a result of anxiety and arousal in autistic pupils. Capable environments and individualised communication profiles are implemented to reduce this and proactively support pupils.
- In depth data analysis of behaviours of concern informs practice.
- All Incidents are recorded and reviewed by class teachers, class teams and senior leaders where appropriate. Any serious incidents are debriefed with the support of the positive behaviour support team.

3. Definition of Appropriate Behaviour

We teach and positively reinforce the following behaviours:

- Helping each other
- Listening carefully and communicating with others and adults respectfully
- Respecting others' property
- Remaining calm and respecting others' needs
- Thinking before acting
- Attending school punctually and being ready to learn
- Respecting others beliefs and values (including all protected characteristics)

4. Positive and Proactive Behaviour Support

Our in-house Positive Behaviour Support (PBS) Leads play a key role in supporting staff and pupils:

Data-informed practice: PBS Leads collect and analyse behaviour data to identify trends, triggers, and effective strategies, ensuring our approach is evidence-based. This data is then discussed at a senior leadership level as part of a lessons learned approach to embed improved practice across the organisation.

Modelling and coaching: PBS Leads model positive behaviour support strategies in classrooms and across the school, providing hands-on coaching and feedback to staff.

Multi-disciplinary collaboration: PBS Leads work in partnership with teaching staff, therapists, external professionals, and families to ensure a consistent and holistic approach.

MDT Meetings: Multidisciplinary review meetings allow for action plans to be created using data to inform next steps.

Staff Training: Staff receive regular and comprehensive training across the year from inhouse and external professionals to ensure staff have relevant knowledge when supporting across the school.

Communication: Every pupil is supported to have a functional communication system. Staff use each pupil's preferred communication system and ensure learning expectations are appropriate.

Environments: Learning environments are managed to reduce sources of anxiety.

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Sensory: Staff identify and address sensory factors that may contribute to anxiety, reducing or removing sources of difficulty wherever possible.

5. Links to Related Policies

- Positive Behaviour Support Policy
- Safeguarding and Child Protection Policy
- Staff Code of Conduct
- Anti-bullying Policy
- Exclusion Policy
- Home/School Agreement and Consent Booklet
- Promoting British Values Policy
- Teaching and Learning Policy