



Behaviour Policy

Including Restrictive Physical Intervention

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Introduction

New Leaf Triangle (NLT) aims to use the natural environment and animals to help children, young people and adults to learn and combat personal challenges through fun motivational activities.

Documents that support this policy are listed below:

- Behaviour Support Plans (BSP) and risk assessments
- Pre-entry assessment referral forms
- Incident report forms including Incident debrief forms
- One page profiles

This policy is relevant to all the individuals that use the service and all employees/ volunteers.

Definitions

Behaviours of concern – otherwise known as challenging behaviour, most commonly defined as follows, ‘severely challenging behaviour refers to culturally abnormal behaviour(s) of such intensity, frequency or duration that the physical safety of the person or others is likely to be placed in serious jeopardy, or behaviour that is likely to seriously limit use of or result in the person being denied access of ordinary community facilities’*. This includes self-harm and self-injurious behaviours.

Positive Behaviour Support (PBS) – This approach is used to improve the quality of life of the person and the people involved with them. It is based on understanding the behaviour(s), valuing the views of the person and assessing and improving the environment in which the behaviour occurs.

Proactive strategies – This involves knowing and understanding the person’s needs, in order to develop strategies to reduce the likelihood of the behaviours of concern arising.

Reactive strategies – These are strategies used to ensure safety of the person and others if they display a behaviour of concern.

De-escalation – These are strategies used during an incident, without needing to use physical intervention.

Restrictive Physical Intervention (RPI) – This includes physical, environmental and mechanical restraint, as well as seclusion and time out.

Deprivation of Liberty – If the number, duration or intensity of restrictions placed upon a person means that they are constantly under supervision, the person is defined as being deprived of their liberty.

Duty of Care – a moral or legal obligation to ensure the safety or well-being of others.

Behaviour Support Plan (BSP) - an individualised document designed to understand and positively address a student's challenging behaviour. It identifies the purpose of the behaviour, outlines proactive deescalation techniques, and explores challenging behaviour from the point of trigger to returning to baseline through the recovery phase.

One Page Profile - a brief, student-centered summary that highlights what is important to the student, their strengths, interests and preferred support strategies as well as potential triggers and effective support strategies.

Substance Misuse - refers to the use of any drug, alcohol, tobacco, vape/ e-cigarette, or other psychoactive substances in a manner that is illegal, harmful, or inappropriate.

*Emerson, E. (1995) *Challenging Behaviour, Analysis and Interventions in People with Learning Disabilities*. Cambridge: Cambridge University Press.

Policy

- We value every person as an individual. This means that New Leaf Triangle is committed to providing positive behaviour support in a person-centred manner, with a priority on increasing quality of life.
- We believe that behaviours of concern are often functional and used for communication.
- We recognise that individuals with social emotional mental health (SEMH) problems, autism and other disabilities may experience high levels of anxiety, which may lead to behaviours of concern.
- We recognise that there are a range of causes for a behaviour of concern, such as (but not limited to) illness, pain, lack of sleep, anxiety and mental health conditions.
- Our primary focus is on proactive strategies to behaviour support. This includes developing an environment that limits the possibility of 'sensory overload' and teaching individual's skills to manage their behaviour in other ways.
- We will provide debriefing to the individual and staff should an incident occur.
- We will promote an open and reflective approach to behaviour, so ensure that we learn from incidents and decrease the risk of abuse.
- Behaviour support plans (BSPs) will be created and used for individuals where their behaviour has a medium to high impact on themselves or others. For individuals with a lesser impact of their behaviour, information will be gathered using the pre-entry assessment.
- If an incident of concerning behaviour occurs, we will use de-escalation techniques as a first resort. For example, promoting the 'yes' environment, redirection, distraction, humour, listening and making changes to the environment.

- Reactive strategies will only be used as a last resort if the person is in danger of harming themselves or others, or gross destruction of the environment.
- Staff will receive Dynamis training. This is a bespoke de-escalation and positive handling training for children, young people and adult services.
- Seclusion and time out are not used at NLT.
- The student handbook details 'what we expect from you' for students and highlights key information such as appropriate mobile phone usage, being respectful to staff, peers, animals, and the environment.

Sanctions and Rewards

- We believe that sanctions and rewards are ineffective, particularly in creating any long-term positive changes for our students.
- On occasion, structured rewards or sanctions may be used for students but will be implemented on an individual basis if this strategy has been used effectively in the past or is currently being used by their school.

Exclusions

- Occasionally NLT may decide that they are no longer able to support an individual, resulting in temporary or permanent exclusion. This is rare and we will always try our utmost to support each individual using person-centred approaches. Exclusion may occur if an individual is at risk to themselves or others, consistently damaging property or refusing to engage for a number of weeks or months. Any exclusion will be a last resort after all other strategies have been exhausted or following a serious incident that poses significant and unmanageable risk.
- In the rare event of an exclusion, NLT's management will liaise with the school/local authority to ensure the student will be safe to be at home. (The student won't be at risk from being at home)
- On the rare occasion a student is sent home NLT will ensure that there is a responsible adult-parent/carers present at home to ensure they are safe.
- Following an exclusion the NLT team will work positively and proactively with the student to ensure they are successfully reintegrated back into their placement. Staff will address the behaviours in a positive manner and ensure the student follows the learner agreement highlighted in the student handbook.
- Due to the diverse needs of our students, exclusions will be implemented on an individual basis in a way that is the best for that individual. Where possible a managed move will be used so as to have the least negative impact on the individual. Parents/carers, schools and local authorities will be informed of decisions and where possible will be involved in them.

Searching/ confiscating and banned items.

- In accordance with the Education and Inspections Act 2006 and DfE guidance (2022)* on 'Searching, Screening and Confiscation', NLT reserves the right to search a student or their belongings if there are reasonable grounds to suspect they are in possession of:
 - Any prohibited substances including tobacco, e-cigarettes, alcohol or drugs.

- Any item that may cause harm or pose a safety risk to themselves or others.
- Searches will be carried out respectfully with consideration for the student's dignity and individual needs. It will be limited to outer clothing, bags and possessions.
- Any searches will be recorded in line with safeguarding and incident procedures.
- Confiscated items will be stored securely and disposed of or handed to authorities in accordance with the DfE guidance.*

*https://assets.publishing.service.gov.uk/media/62d1643e8fa8f50bfbefa55c/Searching__Screening_and_Confiscation_guidance_July_2022.pdf

Restrictive Physical Intervention (RPI).

- At NLT, Restrictive Physical Intervention (RPI) is used only as a last resort to maintain safety when all other de-escalation strategies have been exhausted or are not appropriate.
- RPI may be used to prevent injury, serious property damage, or significant disruption to learning or safety.
- Any RPI must be reasonable, proportionate, and necessary, using the minimum force for the shortest possible time, while ensuring the pupil's dignity and welfare are protected.
- Staff will receive Dynamis training, a bespoke de-escalation and positive handling programme designed for children, young people, and adult services.
- Only staff who are trained and authorised may use RPI, except in emergencies where immediate action is required to prevent harm. In extreme circumstances, staff may use reasonable force to prevent harm or danger — it must always be proportionate to the level of risk and applied for the shortest time possible.*
- All incidents must be recorded in the RPI log, reported to senior leaders, and communicated to parents/carers as soon as possible.
- Pupils and staff involved will receive post-incident support and debriefing, and relevant behaviour or risk management plans (BSPs) are reviewed and updated as needed.
- The Senior Leadership Team regularly monitors and reviews all RPI incidents to ensure safety, consistency, and adherence to policy and best practice.

*https://assets.publishing.service.gov.uk/media/5a819959ed915d74e6233224/Use_of_reasonable_force_advice_Reviewed_July_2015.pdf

Substance misuse including the use of cigarettes and E-cigarettes.

- NLT promotes a zero-tolerance approach to smoking and vaping and substance misuse on all premises including buildings, outdoor areas, car parks and surrounding land such as the woodland.
- Students, staff or visitors **over the age of 18** (this is the legal age to smoke/vape) will be asked to leave the premises and stand in the designated smoking area whilst wearing a high vis vest.
- All incidents of underage substance use, or substance misuse including smoking/ the use of e-cigarettes, will be managed in line with safeguarding and health and safety procedures.

- Paraphernalia such as vape devices, lighters, drugs, alcohol, or tobacco, is prohibited on site and will be confiscated if seen. Confiscated items will be stored securely and disposed of or handed to authorities in accordance with the DfE guidance.
- Authorised staff have a statutory power to search a student or their possessions where they have reasonable grounds to suspect that the student may have a prohibited item/ paraphernalia on their person or in their belongings.
- Medication must be declared and stored in accordance with the NLT Medication Policy.
- We recognize that some students may use substances as a response to emotional or social challenges, and we aim to address underlying causes through a trauma-informed and restorative approach.

Child on Child Abuse

- Child on child abuse will not be tolerated in any way and will be dealt with as documented in the NLT Child on Child abuse policy.

Bullying

- Bullying will not be tolerated in any way at NLT and will be dealt with as documented in the NLT Anti-Bullying and Accessible Anti-Bullying policy.

Schedule of Responsibilities

All staff who provide direct support, including volunteers:

- Read and follow all support plans and risk assessments for the people you support.
- Ensure your practice reflects the policy points above.
- Participate in all training provided, including your induction.
- Record and report all incidents of behaviour of concern to a manager or director using the incident report form on the same day that the behaviour was seen.
- Recognise all forms of restrictive interventions and use these only as a last resort.
- Contribute to focus meetings and development of behaviour support plans.
- Seek support if you need it.
- Engage in debriefing and supervisions.
- Record incidents and record the use of any restrictive intervention used.

Management team:

- Ensure support plans, risk assessments and associated documents are completed to a high standard and reviewed at least annually.
- Ensure support plans include the positive sides of the person, what can increase their quality of life and review the function of behaviours.
- Ensure staff are trained, participate in an induction and do not work unsupervised until training has been completed to a good standard.

- Assess the risk of a person's behaviour and communicate this, along with strategies, to the staff team.
- Ensure that any physical intervention is authorised, added to a person's behaviour support plan and communicated to staff.
- Ensure any physical intervention used is documented on a Restrictive Physical Intervention log.
- If a physical intervention has been used, inform the commissioner and parent/carer (unless it has been requested otherwise by the person if they are over 18)
- If a restriction may constitute a deprivation of liberty, ensure that legal authorisation has been granted.
- Ensure that after an incident, the staff members receive debriefing and get any necessary first aid or medical treatment should they have been injured.
- Ensure that the pre-entry assessment is thorough and includes the support that the person needs for their behaviour.
- Develop an open and reflective culture within the staff team.

Staff Signing Sheet

I hereby sign to agree I have read and understood the above Behaviour and Restrictive Intervention Policy and agree to follow the procedures and guidance within it

Staff name	Signature	Date