



Policy Title: **ADMISSIONS, DISCIPLINE AND EXCLUSION**

Policy Number: **8**

Version Number: **5**

Date of Issue: **June 2021**

Date of Review: **June 2023**

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Elysium Children and Education is committed to promoting equality in all its activities.
We aim to provide an environment free from discrimination and unfair treatment.

Introduction

This document is produced for Cotswold Spa Hospital School, a school within Elysium Children and Education.

Admissions

Cotswold Spa Hospital School will admit any young person (under the age of 20) subject to the agreement from the young person's LA or via private arrangement e.g. with NHS England or parents, that is admitted to Cotswold Spa Hospital School.

The service will be staffed to deliver an appropriate yet broad and balanced curriculum for the age range of which is registered with the Department for Education (DfE). Young people may be admitted over the year.

An admissions register and a record of attendance will be kept in line with DfE guidelines for all students. Students will only be entered onto the admissions register with the agreement of the hospital's Responsible Clinician who deems the young person to be medically able to access our provision. It is also acknowledged that a young person's mental health may fluctuate throughout their admission to hospital, and this may affect their continuing provision of education at the on-site school. We reserve the right to remove a young person from the admissions register if in consultation with the Responsible Clinician, it is not in the young person's best interests to receive education at points during their care and treatment within the hospital.

High Expectations

Cotswold Spa Hospital School aims to promote and acknowledge a positive learning ethos and environment through our high expectations. These will be discussed and agreed with stakeholders including students and permeate throughout the service's culture and ethos.

Code of Behaviour/Discipline

- Young people will attend sessions at school or on the ward as directed by their timetable level with the view to improve their engagement over the course of their admission.
- Staff will provide sessions on the ward if the young people are unable to attend school and be available to young people during designated school hours.
- Young people will attend school and work to the best of their ability, as well as work with their key teachers to design their Individual Learning Plan (ILP), so that progress can be made.
- Staff and young people will work to the best of their abilities both individually and collaboratively so that the service provides a positive and rewarding educational experience.
- Good work and behaviour will be acknowledged and praised.
- Good efforts will be acknowledged and praised.
- Young people will receive the help and support of staff with their work, behaviour and relationships.
- All individuals, adults and young people, will respect one another's opinions and property.
- Equipment and resources will be properly used, cared for and shared equally by the young people.
- Learning areas will be left tidy at the end of each day
- Staff and young people will wear appropriate clothing and footwear

In the light of our service ethos, every effort will be made to discuss and resolve difficulties by understanding and working out strategies without imposing sanctions.

However, when necessary, the service will work in partnership with all stakeholders to implement sanctions for unacceptable behaviour.

Student agreements

During patient induction, all students read and agree to our acceptable use policy, anti-bullying policy, student agreement, and classroom expectations (See appendix 1). These expectations and any consequences are discussed with the student to ensure they understand what they agree to. Students are also issued with a copy of the signed agreement as a reminder of what they have agreed to.

General classroom expectations are displayed clearly in the classroom as an extra reminder.

Sanctions

In general, young people will be expected to make appropriate reparation for unacceptable behaviour including making an apology, clearing up any mess, or replacing a broken object. In addition, examples of the following sanctions may be used:

- To be separated or excluded from the group for a period of time, or completing lessons on the ward. This may be a relatively short period of 15 minutes or may be a longer period of a day. If appropriate, work will be set to be completed during this period out of school.

This sanction does not constitute Exclusion as defined by the DfE.

- To complete work for a specified time during the daily programme.
- To do work during free-time.
- To miss an activity within the programme.

There is a clear procedure for staff follow should behaviour become of concern during a session. This provides consistency in our approach and a transparent framework for all to work within. Please refer to Elysium Children and Education's Promoting Positive Behaviour Policy for more information.

Exclusions

Cotswold Spa Hospital School will endeavour not to permanently exclude any young person from its provision. However, it is recognised that in some extenuating circumstances, permanent exclusion may be the only course of action left to the service. An internal review will be conducted following any permanent exclusion to determine any lessons learnt.

A young person may be excluded from an environment if their behaviour is unsafe. The young person would be invited back once they had agreed and demonstrated that they can and will behave safely. The young person would still be offered work on the ward, and all lessons would take place on the ward by teachers and/or support staff.

Record Keeping

A written record of sanctions and interventions will be kept in the behaviour log in the centralised system. This will be monitored by the Head Teacher and a termly report created for the Management Committee.

Risk Assessment and Management of Risk

Prior to attending the service, all young people will be risk assessed by stakeholders to ensure that they are able to attend the service safely without being at risk of causing severe disruption and/or of harming themselves or others.

Appropriate levels of staff supervision will be kept in order to address any behavioural management issues as they arise.

We will:

- assess risks related to individuals and situations as they arise throughout the course of the service's daily activities, and
- make judgements about the interventions and sanctions required to manage behaviour and ensure the safety of the environment for all those present.

Serious Incidents

An incident during a session could cause serious disruption and distress, and may result in injury or damage to property. Serious incidents include for example:

- Physical assault of young person or staff member
- Young person requiring physical intervention
- Behaviour which results in the environment becoming unsafe
- Young person being asked to leave an area but refusing to comply with request
- Serious or sustained verbal assault of young person or staff member
- Young person seeking to take, not give back or misuse items
- Damage caused deliberately to property or equipment
- Inappropriate use of IT/access to internet

Managing Serious Incidents

Cotswold Spa Hospital School strives to create a calm and safe environment in order to minimise the risk of challenging behaviour and serious incidents. All staff are trained in skills to help them to defuse situations before behaviour becomes challenging and will attempt to de-escalate situations before an incident can arise. However, it is acknowledged that some forms of challenging behaviour, such as those listed above as serious incidents, could arise from time to time and if they do, appropriate and considered action would be taken to resolve the situation. Local systems and procedures are in place to manage serious incidents.

It is acknowledged that, from time to time, physical interventions may be required to help manage serious incidents and challenging behaviour. Unless at risk or immediate and severe harm, no physical interventions are carried out by school members of staff, but rather, by members of the hospital team who are appropriately trained. Our practice will involve the least restrictive forms of physical intervention required to maintain safety and order, including various methods of de-escalation. Physical intervention will not be used as a sanction or punishment for negative behaviour.

It is acknowledged that a serious incident could take place off-site, such as on an educational outing. The same processes and procedures will apply and, if necessary, the help of the emergency services may be sought. Serious Incidents are categorised using the Elysium Healthcare Severity Matrix.

Reporting/Recording Serious Incidents and Physical Interventions

All serious incidents and physical interventions will be properly documented and investigated in order to increase safety and to improve procedures and practice whenever possible. All serious incidents will be analysed to identify antecedents and whether anything could be done differently in similar circumstances in the future, including updating/ refining school policies and procedures.



Monitoring and Review

This policy will be monitored and reviewed (as appropriate) every two years, and any edits be made in consultation with the Management Committee.

Appendix 1 – Student Agreement

Welcome to Cotswold Spa Hospital School.

The entire teaching team are committed to working with you, the MDT, your family and your home school to ensure as little disruption to your education as possible while in hospital. We will provide a learning space where you can feel safe, respected and valued, enabling you to learn and develop within boundaries that are healthy for you.

Our school is open during normal term time Monday to Friday 9.15 – 3.45. Attendance in education is a legal requirement for anyone under the age of 18. However, you will be excused from attending particular sessions for the following reasons:

- You have an individual medical or therapeutic appointment
- You have an external medical appointment
- You are requested to attend the MDT feedback
- You are on pre-arranged Section 17 leave
- The doctor has said you are too unwell to attend

As teachers, we agree to:

- o Care for your safety, well-being and health during your time in education at the hospital
- o Support you to achieve your full potential as a valued member of the group
- o Liaise with your home school/college to provide you with appropriate work in line with your current year group and ability
- o Work with you to maintain your studies whilst in hospital
- o Encourage you to work to the best of your ability and be sympathetic to the effect your illness/medication may have on your learning
- o Encourage high standards of behaviour in the classroom at all times by building positive relationships and developing a sense of responsibility
- o Keep the classroom environment in good order
- o Reasonably provide you with adequate resources and equipment, purchasing specific items from the school budget when necessary
- o Liaise with your home school/college and parents (where applicable) to plan school re-integration when you are well enough to attend

Signature _____ (Teacher) Date _____

As a student, I will follow the learner agreement which includes:

- o Respecting the authority of the teaching staff
- o Arriving at lessons on time and maintaining a high level of attendance (when well enough)
- o Working to the best of my ability on my class work and completing any work set
- o Not disrupting lessons or distracting others: allowing teachers to teach and learners to learn
- o Respecting the classroom environment, including books, computers, equipment and resources

Signature _____ (Student) Date _____



Home School Contact

In order to plan an individual education programme that meets your needs, we will need to contact your school or college to obtain your student information such as your learner number, your last school report or attainment levels and to obtain subject information in order that you can continue your school work here in the hospital school. With this information, we will then have a much better starting-point from which to plan your individualised timetable and learning plan.

Your consent is required for us to contact your home school or college to obtain this information at the beginning and at regular intervals during your admission to ensure that you keep up to date with your home school or college studies in preparation for re-integration back to mainstream education. We will also contact your home school with updates on your academic progress and general wellbeing with a view to seeing when you might return to school to make this transition as smooth as possible. On occasion we may be asked by the Local Education Authority for information regarding progress, attainment and achievement as well.

Every four to six weeks all students have a Care Plan Approach (CPA) meeting where all members of the MDT are present and external agencies including the student's home school, are also invited to join. This allows all parties to clearly see the progress and planning in place towards discharge.

Please sign below if you happy for us to do this.

Yours sincerely

Cat Woodsmith

Head of Education

I consent to the hospital teachers contacting relevant members of staff at my home school/college and information to be passed to the LEA for education purposes during my in-patient admission to Cotswold Spa Hospital School.

Name of Student: _____ DoB _____

Name of School/College: _____

Student Signature _____ Date _____

Acceptable Use

Students are able to use the school computers and access the internet in school time on their own devices if available but only on the following conditions. Access will be temporarily suspended if the following rules are not adhered to and permanently revoked if problems are persistent:

School and home computers may be used:

- o For creation and storage of school / college work
- o For contact with home school via email, school portal or other remote learning
- o For academic or artistic research
- o For careers research
- o To access online courses **previously agreed to by the head teacher**
- o To watch educational videos or films **previously agreed to by the head teacher**
- o For any other academic purposes **previously agreed to by the head teacher**

During school time school and home computers may **not** be used:

- o To access email for personal correspondence (e.g. with friends and family)
- o To attempt to access social media
- o To play games other than those with a specific educational purpose (e.g. Memrise)
- o To complete research or activities for other aspects of hospital life (e.g. finding recipes for Cooking Corner) unless under considerable time constraints and it is **agreed to by the head teacher**
- o To attempt to access illegal or immoral websites
- o To post or send any messages or images using obscene, offensive or violent language or attempting to incite hatred
- o For anything else deemed inappropriate by the teaching or clinical staff

Mobile phones

Mobile phones may be used in the classroom **solely to listen to music** via headphones on the condition that this is set up at the beginning of a session and mobile phones remain out of sight.

Mobile phones taken out during the school day will be confiscated and returned at the end of the session. If the mobile phone is seen out a second time, that student will no longer be allowed to use their phone in education for music.

Students may not use their mobile phones or other devices to take photographs in the classroom; this is to respect patient confidentiality. If you feel you need to take a picture (e.g. to take a photo of some work to send to your home school), please speak to your teacher or the Head teacher in order to arrange scanning or photographing the work via other means.



If you have any questions about any of the above conditions, please discuss with the Head of Education.

I understand the above conditions and agree to adhere to the expectations.

I understand the consequences if I do not follow these expectations.

Signature _____ Date _____

Bullying

Bullying both in person and online will not be tolerated in the school or anywhere in the hospital. Anyone suspected of or witnessed bullying will be educated separately from other students while an investigation takes place. Any instances of bullying will be discussed and managed by the MDT; parents and the registered manager will be informed of any bullying incidents, investigations and outcomes.

In the interest of ruling out suspicion of bullying, we ask that students **do not whisper** in the classroom. If you have something to say that is appropriate to share in the classroom, it should be said loud enough for the teacher and other patients to hear. If you have something to say to a teacher but do not wish to say in front of other patients, please ask for a quiet word or write a note.

If you witness, suspect or are a victim of bullying in school or elsewhere in the hospital you **can report this to either school or hospital staff**. If you would prefer, you can report instances of bullying anonymously using the form found on the information wall in the classroom. If you wish to access these outside of school time, let a member of staff know that you would like to pick something up from the classroom. **This form can be returned to either school or hospital staff.**

Further information can be found in the school's and the hospital's Anti-bullying Policy. If you have any questions or worries, please ask the Head of Education.

I understand that bullying will not be tolerated in school or in the hospital.

I understand the consequences of any bullying in school and in the hospital.

I understand how to report bullying.

I understand that I should not whisper in the classroom and the reason for this.

Signature _____ Date _____



Classroom Expectations

Our classroom is a safe space where we encourage patients to concentrate on their academic studies and many find it to be a good escape from hospital life. Discussion of eating disorder, meal plans, care planning requests etc. may be difficult for other patients to hear and it does not contribute to the ethos of school being a place to concentrate on something else. It also shows disrespect of patient confidentiality to ask each other questions, even if someone appears willing to discuss it.

I understand I should not discuss aspects of my or any other patient's treatment during education.

I understand I should concentrate on academic or therapeutic (distraction) activities as opposed to work for treatment (e.g. looking up recipes etc.) unless time constraints are an issue and I have permission from the head of education to spend time on this.

I will discuss queries or frustrations about my care in private with the nursing team, MDT and/or the patient advocate as opposed to in the classroom with other patients.

Signature _____ Date _____