

Phoenix Learning & Care Ltd
First Floor, Rolle Quay House, Rolle
Quay, Barnstaple, Devon, EX31 1JE

Oakwood Court College
7/9 Oak Park Villas, Dawlish, EX7 0DE
5/7 St James Rd, Torpoint, PL11 2BJ



Policy Number 2

POSITIVE REINFORCEMENT AND BEHAVIOUR MANAGEMENT

The philosophy of Oakwood Court College is based upon the belief that Students react to positive reinforcement of behaviours far better than negative reactions to behaviour.

The residences within Oakwood Court College have their own unique philosophy and Statement of Purpose. This embraces the concept that positive relationships and rewarding good behaviour both lay the foundation for positive growth and the development of self-esteem in the students. Safeguarding the students should always be paramount within the College and within the residencies.

Relationships between the staff and students are encouraged through participation in activities and individual work both in and outside the residence and by building mutual respect and trust. Good order is maintained through the involvement of the students in the setting of the college rules and the consequences if they are not adhered to, including details of reparation and restitution if the need arises.

The implications and consequences of both good and negative behaviour are well known to both the students and the staff supporting them, and these are indicated further in this Policies and Procedures folder (policy 5).

An individual scheme is often organised to target behaviour in a way that isolates the behaviour from the daily routine of the college and allows specific input into that behaviour. These schemes tend to have very specific rewards intended to motivate the individual student and may include activities of particular interest or additional individual time with staff.

Control and Consequence

The philosophy of the college recognises that there will be occasions when it will be necessary for a staff member to make a decision for a student in their care, as they are unable to do so themselves at that particular time. (See the Mental Capacity Policy 6). It is expected that whenever such a decision is necessary that it will be in the “best interests” of the student. We will always promote the safety and well being of students and staff and strive to maintain an atmosphere which is conducive to a positive and high standard of learning, care and mutual respect.

If such a situation arises on a repeated basis then, in conjunction with external professionals, a mental capacity assessment may be undertaken. Staff will always aim to have a positive relationship with the students and such relationships provide an effective means of control in them selves. The

www.phoenixlearningcare.co.uk

Tel: 01271 379006

Registered number: 03586426

Fax: 01271 859402

Phoenix Learning and Care Ltd

Email: enquiries@phoenixlearningcare.co.uk

Ver 1.01/August 2017

Page 1 of 2

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college recognises that it is important that rules and boundaries exist and that they are clearly stated and understood by both staff and students.

Part of developing independence, for life after Oakwood Court is instilling the knowledge of legally and socially acceptable behaviour, and although as mentioned positive reinforcement is the main ethos of the college it is also recognised that at times certain incidents need to carry a consequence that helps develop the understanding that such behaviour is not acceptable.

The College has a structured approach to dealing with and monitoring of unacceptable behaviour, or behaviour that is causing concern. The Behaviour Management Programme is facilitated by the Lead Learning Support Assistant. The procedure is structured by the way of referral made by staff, which is then discussed in the behaviour management team meeting which is held weekly and where a plan is formulated. The plan is then implemented by all staff and monitored on a weekly basis, if there is no improvement over the course of a half term, both internal and if necessary, external professionals will be consulted, and arrangements will be made for further input and development.

If however, the presented behaviour is of such a nature that the student, or other people are at risk of harm or disruption of daily routine, immediate action will be taken to ensure the safety and well being of all concerned. This may include additional staffing, move of residence, or temporary suspension.

The college is committed to providing open dialogue with the students and their families/carers/professionals in all areas of conduct and behaviour. In this way, the college hopes to promote an understanding of responsibility and safeguarding through participation.

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Page 2 of 2