

Who is involved?

Martin Smith, County Lead for Behaviour and Alternative Provision (ISL) is leading this workstream. Martin is working with the following members of the group: **Jenny Morley** (Head of Warren Dell Primary School); **Tracy Prickett** (Head of Reddings Primary School); **Wendy Hayes** (Head of Cuffley Nursery and Primary School); **Leise Cooper** (Parent); Raine Simcox (Parent); **Tim Body** (Head of Westfield Academy); **Scott Martin** (Head of Adeyfield Secondary School); **Tony Fitzpatrick** (Head of Barnwell Secondary School); **Sue Howe** (Head of Chessbrook Education Support Centre); **Anne Spencer** (Head of Batchwood Secondary School for children with social, emotional and behavioural difficulties); **Sean Trimble** (Head of Larwood Primary School for children with emotional and behavioural difficulties); **Sara Lalis** (Head of Dacorum Education Support Centre)

Behaviour and Alternative Provision

Why is this work necessary?

Schools are reporting an increase in the number of children who are experiencing significant behavioural difficulties.

There is a self-evident need to ensure that behaviour management policies across Hertfordshire are legally compliant, fit for purpose (in that they protect the entitlement of each child to access education) and deliver effective, value for money outcomes. These policies and practices must reflect recent developments, both local and national – for example, the SEND reforms and the local authority's SEND strategy and the move to devolve more resources to schools and local partnerships.

This work is necessary in order to ensure that all Hertfordshire children – regardless of where in the county they live or go to school – who experience behavioural difficulties which mean that they require additional support to access their education receive this support in a timely manner and that the referral pathways involved are understood and consistently applied by all stakeholders across the county.

Proposed outcomes of the workstream

- Review and publish a refreshed strategy for Behavior and Alternative Provision in Hertfordshire
- Continue to review existing provision for behavior and alternative provision across all phases and implement changes to ensure local services meet the needs of children and young people
- Continue to roll out a consistent behavior management approach to mainstream primary and secondary schools, special schools, early years settings, colleges and families through Hertfordshire Steps
- Ensure a flexible and coordinated continuum of provision is in place in each area to support children and young people with the most significant and complex behavioral needs, learning from the North Herts

Overall workstream objectives

- An effective Behaviour Strategy is in place and communicated to all stakeholders. Feedback indicates schools, settings, parents and other stakeholders are aware of and in broad agreement with the strategy, the key priorities and intended outcomes.
- A continuum of provision is in place in each Area to support children and young people with the most significant and complex behavioural needs to improve outcomes. Children and young people have their needs met in their local area.
- Each DSPL Area has effective behaviour support and alternative provision in place across all phases. This has been planned and commissioned by local stakeholders working in partnership. The provision offers quality value for money education which leads to improved outcomes. Early intervention and inclusion are strengthened and fewer children require high-cost specialist provision.
- All schools, early years settings and colleges are able to access Hertfordshire Steps. Evaluation shows that effective implementation of Steps training increases recipients' skills, confidence and expertise in managing behaviour.

What work will be done?

Ref	Activity	End Date
Outcome 1: Review and publish a refreshed strategy for Behaviour and Alternative Provision in Hertfordshire		
1.1	A behaviour strategy which is legally compliant and fit for purpose is in place and delivers effective, value for money outcomes.	July 2016.
1.2	The strategy has at its core a strategic vision which can enable the building of capacity and secure the best use of resources.	July 2016.
1.3	Schools and other relevant partners are aware of and in broad agreement with the underpinning principles of the strategy and its key priorities and are committed to securing the intended outcomes.	July 2016.
Outcome 2: To ensure a flexible and coordinated continuum of support is in place in each area to support children and young people with significant and complex behavioural needs		
2.1	A continuum of support for all children is established, based on clear referral criteria and pathways which are can be easily and equitably accessed.	December 2016.
2.2	Children at risk are identified earlier and interventions are put in place before the need for further escalation.	December 2016.
2.3	Schools and other relevant partners are aware of and utilise the continuum of support.	July 2016.
Outcome 3: continue to review existing support and provision for children across all phases who experience behavioural difficulties and to implement necessary changes in order to ensure that local provision properly meets the needs of children and young people.		
3.1	Support and provision is fit for purpose, delivers effective outcomes and offers value for money.	December 2016.
3.2	The best use is made of existing resources and future capacity is built.	July 2016.
3.3	Schools and settings and the local authority work collaboratively to secure effective outcomes.	July 2016.
Outcome 4: Continue to roll out a consistent behaviour management approach to mainstream primary and secondary schools, special schools, early years settings, colleges and families through Hertfordshire Steps.		
4.1	Hertfordshire Steps is rolled out across Hertfordshire as the preferred approach to behaviour management in schools and settings.	July 2016.
4.2	The principles and philosophy of Hertfordshire Steps are consistently applied in the management of behaviour	July 2016.