

MARCHES FAMILY NETWORK

POSITIVE BEHAVIOUR POLICY



1. Our aim is to create a positive environment where adults consistently manage and encourage positive behaviour, promoting children's welfare and development. We seek to encourage positive behaviour in all children depending on age, disability, level of understanding and stage of development by the use of praise and positive reinforcement and by encouraging sharing and negotiation.
2. All youth workers and volunteers must be positive role models of behaviour and cooperation.
3. We will seek to do the following to aid positive behaviour:-
 - consult with children when creating rules/boundaries (age and development, disability appropriate)
 - help children to understand the consequences of their behaviour by using time out techniques or exclusion from activities
 - help children to positively challenge bullying, harassment and name calling
 - encourage children to be responsible e.g. tidying up, creating own rules
 - reassure children they are valued as individuals – that it is the inappropriate behaviour that is not liked, not the child
 - provide 1:1 or more staff ratio when appropriate
 - help children to understand that the use of inappropriate language is not acceptable
 - use intervention techniques such as structuring the environment, planned ignoring, prompting, active listening, backing away, affection, proximity, involvement and interest, redirecting/distraction, as appropriate / deemed necessary
4. Marches Family Network reserve the right to exclude any child or young person from a session if it is felt that the young person's behaviour places him or her or other children at significant risk. We will work with parents/carers to implement strategies to support children whose behaviour is deemed challenging. This may involve working with other agencies.
5. At all sessions we require and expect co-operation from our youngsters and socially acceptable behaviour at all times where practical within the limits of their disability. We maintain standards of courteous behaviour between our workers as a team, and between workers and the children and young people under their care.
6. Parents / Carers are consulted regarding issues that affect their children's behaviour and strategies for dealing with negative behaviour are recorded on the Registration and Parental Consent Form for the benefit of the Youth Team. The Youth Team is committed to working with the parents / carers and other practitioners to achieve acceptable behaviour at every session.
7. Our trained and experienced workers are aware of certain areas of disability which may make socially acceptable behaviour particularly difficult for some children and young people. The purpose of this policy is not to penalise them in any way, but to encourage those who are capable of co-operation to act responsibly and not to undermine the authority of the worker. Members of the team are trained in strategies to divert and defuse situations and to avoid any escalation in behavioural difficulties (currently PRICE).

8. We actively encourage positive behaviour, and put great emphasis on the learning of social skills which will help the youngster throughout his/her life.
9. However, unacceptable behaviour where we cannot establish a reason after talking with parent/ carers will normally result in the following measures:
 - On the first occasion when unacceptable behaviour has been shown, the youngster will receive a warning and the parent/carer will be informed.
 - At the next session, if the youngster is uncooperative then the parent/carer will be informed that the youngster is to be excluded from the next session. Any booking fees will be returned, or transferred to a later session if the parent/carer so wishes.
10. We may seek further support and guidance from other agencies, including accessing additional or specialist training if possible.
11. Most of the children and young people who take part in the activities arranged by Marches Family Network are most appreciative and co-operate happily with the workers. It is envisaged that the temporary exclusion from activities will act as a sanction against those very few circumstances where youngsters are unwilling to co-operate.
12. Staff will ensure that there is good planning of activities and experiences for the children (taking their views and preferences into consideration) which will help to create a positive environment, thus reducing the likelihood of negative behaviour. All staff try to reassure the children so that they understand why a decision has been made.
13. **No corporal punishment will be used at any time.** Corporal punishment or threatening language must not be used or implied under any circumstances. If corporal punishment or threatening language is used or implied by a member of staff this will constitute an offence and disciplinary action will be taken. A person shall not be taken to have given corporal punishment in breach of the above if the action was taken for reasons that include averting an immediate danger of personal injury or an immediate danger of death of any person including the child.
14. Physical intervention is only used to manage a child's behaviour if it is necessary to prevent personal injury to the child, other children or adults, to prevent serious damage to property or in what would be reasonably regarded as exceptional circumstances. Any such physical intervention will be recorded and parents / carers informed of the action when they collect their child. Members of the team receive appropriate training in specific approved techniques (PRICE).
15. When a child away from base is uncooperative, refusing to move to get on to the transport provided - usually the minibus - the Leader will attempt to persuade the child to co-operate, but if unsuccessful we will either call the parent / carer to collect the child if this is a feasible option for the parent, or if the parent / carer is not available use risk assessed physical intervention and inform parent/carer at the end of the session.
16. All incidences where physical intervention is used should be recorded and should include:
 - name of child
 - name of staff who used physical intervention
 - previous intervention technique used prior to the incident
 - date, time and place of incident
 - circumstances of incident, factors leading up to it
 - nature of physical intervention used
 - name of witnesses and signatures

- any injuries that may have occurred during the incident (child and staff)
- any further action taken
- parent's signature (parents should be told the same day as incident occurring, they should also be told where record will be kept).

Approved by Trustee Board July 2016

Signed

Print Name

Review date July 2018