



Behaviour Management Policy

Statement of Intent

Energize believes that children, young people and adults flourish best in an ordered environment in which everyone knows what is expected of them and children/young people are free to develop without fear of being hurt or hindered by anyone else.

Energize aims to work towards a situation in which children can develop self-discipline and self-esteem in an atmosphere of mutual respect and encouragement.

This policy and practice guidance sets out a framework for working with clients who from time to time display challenging behaviour to:

- a) Promote positive behaviour and
- b) Gain control of unacceptable behaviour.
- c) Ensure that clients with difficulties of self-control are engaged in ways that are sensitive to their needs.
- d) Provide safeguards for staff in this rewarding, though sometimes difficult, responsibility.
- e) Ensure that the safety of both clients and staff is treated as equally important.

It is consistent with both the law and the expectations of the current regulatory bodies. (Department for Children, Schools and Families [DCSF], Office for Standards in Education,[Ofsted]).

Research suggests that the best outcomes for such clients are achieved if staff adopt an authoritative but caring style in which:

- a) High levels of warmth are accompanied by high levels of control e.g. where staff set high expectations of behaviour, but established through relational and positive working relationships.
- b) The limits of acceptable behaviour are clearly identified and the client is helped to behave within them.

In order to best achieve these aims and policy –

1. Rules governing the conduct of the group and the behaviour of clients will be discussed, agreed and regularly reviewed by the Energize Management Team. These rules and guidelines will be explained to staff as part of ongoing staff training programme. Clear explanation of these rules and guidelines will take place as part of the induction process of all newcomers, both clients and staff.
2. All adults will ensure that the rules are applied consistently, so that the Energize clients have the security of knowing what to expect and can build up useful and acceptable habits of behaviour.
3. All Energize staff will try to provide a positive model for Energize clients with regard to friendliness, care and courtesy.
4. Energize staff will praise and endorse desirable behaviour such as kindness and willingness to share.

5. Energize will take positive steps to avoid a situation in which clients receive staff attention only in return for undesirable behaviour.

In working to the above stated policy Energize specifically aims to:

- Create a positive environment within their building and during activities so that the clients and staff can work together in harmony
- Create a caring environment where the rights and responsibilities of the individual are recognised and respected.
- Recognise those members of the Energize environment whose exemplary behaviour promotes a positive and caring environment.
- Establish a set of rules that protects the rights of all the individuals.
- Establish a clear set of consequences for the individuals who do not accept their responsibilities and break rules, so that they are encouraged to recognise and respect the rights of others: and
- Establish procedures so that conflicts can be resolved in a positive non-violent manner.

Behaviour Management Rights and Responsibilities - Rights

Clients have the right to:

- respect, courtesy and honesty;
- participate in a purposeful, non-disruptive and supportive environment;
- work and play in a friendly and clean environment;
- feel safe and secure at Energize;
- be heard in an appropriate forum on matters related to these rights.

Staff have the right to:

- work in a purposeful, non-disruptive and supportive environment;
- co-operation and support from parents where appropriate;
- be heard in an appropriate forum on matters related to their work as an Energize staff member;
- respect, courtesy and honesty from the Energize community.

Parents/Carers have the right to:

- ongoing open communication about the social and emotional development of their child, including their child's behaviour;
- be informed of targets/aims, behaviour management procedures and decisions affecting their child's health, safety and welfare;
- be involved in the establishment and review of Individual Behaviour/Action Plans where appropriate;
- be heard in an appropriate forum on matters related to the rights of their children/young people.

Roles and Responsibilities

The Mentoring/sessional staff's role and responsibilities are to:

- develop and maintain a positive session/working environment;
- consistently apply the Energize's Behaviour Management Plan;
- document client disruptive behaviour and correctional strategies, including communication with parents and relevant outside professionals when appropriate;
- display and discuss a set of Energize Rules as part of client induction and additionally where appropriate;
- model respectful, courteous and honest behaviour with clients, outside professionals, parents and other staff;

The Energize Office Manager's role and responsibilities are to:

- support Energize mentors/sessional staff with behaviour management;
- ensure consistency in the implementation and maintenance of the behaviour management procedures throughout Energize;
- induct new staff in the Behaviour Management Policy;
- assist with designing programs for individual clients with behaviour difficulties;
- provide all staff with guidelines pertaining to this policy;
- monitor the implementation of this policy;
- facilitate the review of this policy at regular intervals.

Clients have the responsibility to:

- show courtesy and respect toward all members of the Energize community;
- ensure that their behaviour is not disruptive to the participation of others;
- respect personal possessions and Energize property;
- report incidents of bullying.

Parents/Carers have the responsibility to:

- request a forum to discuss matters related to their child's behaviour, incidents of bullying or related issues in regard of their child ;
- communicate with Energize staff in a courteous and open manner if and when concerns arise;
- support the academic, physical, social and emotional development of their child/ren;
- support Energize in implementing the Behaviour Management Policy.

When clients behave in unacceptable ways –

1. Physical punishment will be neither used nor threatened.
2. Clients will never be sent away from the presenting programme activity/session to be by themselves.
3. Techniques intended to single out and humiliate individual clients will not be used.
4. Staff will seek to work with clients who misbehave, providing appropriate adult support when practical, in order to help them towards a better behaviour

pattern. The client's behaviour and the support provided will be reviewed regularly.

5. In cases of serious misbehaviour/disruption, such as racial or other abuse, the unacceptability of the behaviour and attitudes will be made clear immediately, but by means of explanations rather than by personal blame.
6. In any case of disruptive behaviour it will always be made clear to the child or children in question that it is the behaviour and not the client/s that is unwelcome.
7. Energize Staff will make themselves aware of, and respect, the range of cultural expectations likely to be encountered among the clients attending/engaging in Energize activities/sessions.
8. Any behaviour problems will be handled in a fashion designed to be helpful and developmentally appropriate, respecting the individual clients levels of understanding and maturity.
9. Recurring problems will be tackled by the whole Energize staff available at the time.
10. Energize staff will be aware that some kinds of behaviour may arise from a child's special needs.
11. Energize staff are expected to request clarification or guidance from their Line Manager/Energize Management Team, should they feel unclear or uncertain regarding any aspect of the Behaviour Management Policy or its implementation with Energize clients.