



Innovate Dorset

Behaviour Management Policy

January 2024

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## **1. Purpose**

Innovate Dorset is committed to promoting a safe practice within the context of respect and dignity; providing opportunities for all young people to build secure and trusting relationships with staff and their peers. We strive to enable and empower young people to learn the skills they need to regulate their emotions as independently as possible so they can thrive and meet their potential across all developmental aspects.

All staff are responsible for helping young people manage their emotions, anxiety, and any resulting challenging behaviours. If a young person is in crisis, or displaying challenging behaviours, all staff are to manage this calmly, effectively, and keep everyone safe.

## **2. Persons affected**

- All staff paid and unpaid, this includes Trustees and other volunteers.
- All service users

## **3. Behaviour Management Policy**

Aims of the Behaviour Management Policy:

- To maintain a happy, respectful, and caring environment where young people and staff feel safe, secure, valued and respected.
- To work with young people to develop strategies to regulate and manage their emotions.
- To support young peoples' self-esteem, emotional wellbeing, and mental health
- To provide clear expectations and consistent boundaries for young people with regards to their behaviour
- To ensure that the provisions set out in a young person's Educational Health and Care Plan are secured and upheld, working where relevant in co-operation and co-ordination with the Local Authority and other agencies.
- To promote anti-bullying, the Anti-Bullying Policy, and the expectations for staff to manage bullying incidents safely, proactively, and compassionately.
- To provide staff with a clear strategy of dealing with challenging behaviour, how to manage crisis situations, the appropriate use of rewards and consequences, and guidance on when and how to use and record restraint techniques.
- To ensure other young people are kept safe and directed away from the situation requiring the implementation of this policy.

#### 4. Unacceptable behaviours, and the strategies to deal with them

Unacceptable behaviours include, but are not limited to:

- Name calling
- Threatening or offensive language or behaviour
- Refusal to comply with instructions including health and safety.
- Intimidation
- Physical abuse
- Bullying and harassment including (but not limited to) racist, sexist or homophobic abuse.
- Smoking and/or vaping
- Inappropriate use of personal electronic devices
- Absconding

In the case of absconding, staff should avoid chasing the young person, but can follow at a distance if staffing levels allow. If a young person has clearly left the session and cannot be returned, the DSO/DDSO must be informed immediately, who will then inform the parents/carers as a matter of urgency. This is essential to transfer the duty of care back to them. The DSO/DDSO must also contact the referring agency as soon as possible. If there are safety concerns, the police may also be contacted.

#### Strategies

- i. Challenge, Ignore, divert
  - Challenge* behaviour
  - Ignore* behaviour
  - Divert* attention away from behaviour.
- ii. Use of sanctions
  - Explain* what behaviour was unacceptable and why
  - Sanction* behaviour proportionately and appropriately
  - Sanctions include but are not limited to:
    - Time out from the activity
    - Removal of privileges
    - Temporary exclusion from the group.
- iii. Rewards
  - When a young person has behaved exceptionally well, the use of rewards can be very positive in motivating that behaviour
  - Rewards include, but are not limited to:
    - Verbal praise
    - Positive feedback to parent or carer
    - Increased autonomy and privileges
    - Certificates
    - An individual and personal trip out, such as to a café.
- iv. Physical restraint
  - In extreme circumstances, physical restraint may be deemed necessary.

#### 5. Physical Restraint

Innovate Dorset have a hands-off policy towards the children and young people and will only use physical restraint to prevent the real and imminent threat of physical harm to a young person, member of staff, or property.

In a case where physical restraint is deemed necessary:

- Restraint techniques will be performed by the most senior or experienced member of staff.
- Staff will, as far as reasonably possible, use the least restraint possible to resolve the situation.
- Staff will not use the young person's joints as points of contact, limiting contact to the long bones of the arms and legs.
- Staff will maintain the privacy and dignity of the young person at all times.
- Staff will maintain verbal communication with the young person, explaining the reasons for restraint.
- Restraint must always be used as a means to keep a young person safe, and not to cause injury or establish authority.
- Restraint will always take place for the minimum time reasonable to keep a young person safe and the hold will be released at the earliest opportunity.

If a young person requires physical restraint for longer than one minute, staff must call the police. The staff member involved in the restraint must complete a report as soon as possible but no later than the end of the next working day; this report will be kept on file as well as a copy sent to the referring agency.

The staff member involved in the restraint must have a debrief with a senior member of staff at the earliest opportunity.

Any use of physical restraint in any situation other than to keep a young person safe from harm will lead to disciplinary action.

### **Records and Reporting**

An overview of behaviour, positive or negative, must be included in the young person's session report. Any incidences of sanctions and physical restraint must be reported to senior management as soon as reasonably possible.

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Date of next review	1 <sup>st</sup> September 2024
Status	Approved

Signed on behalf of the Company.

Date: 01/11/24

Signed:

