



Policy Title	Behaviour Management Policy
Policy Owner	Natalie Russ
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Version Control

Version #	Date of review	Reviewer	Summary of changes
8	13/03/2024	Julia Harrison	<ul style="list-style-type: none">• Changed to new headed paper• Font changed to FS ME Pro• Added version control and policy owner• Added reference to values and respect• Added sections on Principles, Aims and Roles and Responsibilities• Added section on positive behaviours and unacceptable behaviours.

1.0 Introduction

At Tarner we are committed to our values and hope to demonstrate these in all we do.

- **Passion:** We take pride in, and care about everything we do.
- **Collaboration:** We work in partnership with beneficiaries and partners to provide the best outcomes for the children, young people and families which we support.
- **Equity:** We include everyone and treat them fairly. We respect and value different experiences, cultures and perspectives.
- **Resilience:** We build resilience in others and in ourselves.

In line with these values at Tarner we believe that all children and young people and staff have the right to have access to an environment that is safe, secure and free from negative or anti-social behaviour. To enable an environment that inspires, promotes individuality and encourages children and young people to feel comfortable engaging in activities so they can learn and develop in all aspects of life. In order to achieve this, we ask that all our children and young people take responsibility for their space and how they interact within it by:

- respecting the building or venues/spaces that we operate in
- respecting the staff and
- respecting each other.

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At Tarner we believe that clear boundaries are necessary for all areas of our work to ensure the safety and wellbeing of individuals in our care, as well as those providing services. Throughout this policy it is acknowledged that some inappropriate behaviours may be linked to medical conditions, disabilities or additional needs.

At Tarner we are committed to preparing children and young people for the wider world, and as a result, we operate within the notion that the fact a child or young person has a disability, or additional support need does not mean that they should never be disciplined. Instead, we believe that this behaviour policy should reflect the need to pay extra attention to the underlying causes of their difficulties, reflect the additional barriers disabled people or individuals with additional support needs face in society and where appropriate, ensure that reasonable adjustments and support is put into place.

2.0 Principles

At Tarner will be committed to:

- Ensuring that children/young people are given clear behaviour boundaries and those who have difficulties meeting these boundaries are supported and helped in ways which are sensitive to their needs.
- Providing safeguards for all staff and volunteers with a clear outline of how to manage behaviour.
- Ensuring that the safety of both children, young people and staff is treated as equally important.

3.0 Aims

The aims of the policy and Tarner's approach to behaviour management are to:

- Improve self-esteem and resilience.
- Improve behaviour and relationships.
- Promote equality, diversity and inclusion.
- Promote positive mental health and wellbeing.
- Enhance moral development.
- Develop children and young people as global citizens.

4.0 Roles and Responsibilities

The CEO will ensure that the Behaviour Management Policy is in place for all provisions and that these are relevant to the provision being delivered and are of sufficient quality to safeguard children, young people, staff and the general public.

The CEO will ensure that the Behaviour Management Policy meets the needs of the service users, and includes any requirements set by the regulatory bodies or commissioners, is in place and reviewed at least annually.

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East Project Manager is responsible for the effective day-to-day management of this policy. This includes the deployment of the policy, procedures and standards of good practice and the dissemination to staff through training and awareness raising.

Staff must maintain the following expected standards:

- Be on time for sessions.
- End sessions at agreed times.
- Respect children and young people's contributions and opinions.
- Enable children and young people to express opinions about the sessions being delivered
- Discuss personal work confidentially.
- Explain any relevant rules.
- Provide help and support.
- Comply with Tarners's Equality, Diversity and Inclusion Policy
- Promote positive behaviour

5.0 Promoting Positive Behaviour

At Tarners we are committed to behaving in line with the Charity's values and expect the following behaviours from our employees and any individuals we work with who deliver our services:

- We do not use any physical punishment or practices to humiliate children and young people.
- We praise and encourage all positive aspects of the individual's behaviour e.g., politeness, consideration, sharing and turn talking.
- We reward positive behaviour with time and attention.
- We aim to act as positive role models.
- We ensure each individual is cared for in a safe and secure environment.
- We consider the impact of our behaviour on individuals' confidence and self-esteem.
- In structured activities, we ensure activities are at the right level for the individual and wherever possible give them opportunities to make their own choices.
- We give clear boundaries and consistently apply these. We encourage all individuals to adhere to these boundaries in a calm and respectful manner.
- We work in partnership with parents/guardians where appropriate, through regular contact to help improve behaviour.
- We discuss issues and make time to reflect as a team. Procedures for dealing with unacceptable behaviour will be agreed with the team, taking into account the individuals age, level of understanding and individual needs.

6.0 Unacceptable Behaviour

At Tarners we consider the following behaviours to be unacceptable:

- Any form of bullying and harassment including threatening behaviour towards staff or peers
- Physical violence
- Sexual violence and harassment

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Tarner Children Young People Community

- Vandalism
- Theft
- Fighting and aggressive behaviour
- Smoking in undesignated areas
- Racist, sexist, homophobic or discriminatory behaviour
- Bringing drugs or alcohol into the project/environment, being under, or suspected of being under the influence of drugs or alcohol
- Inappropriate use of IT devices, mobile devices or social media

7.0 Behaviour Management Procedures

When signing up for any of Tarner's Projects every child/young person or their parent/carer will be required to read, understand and sign our behaviour agreement. We understand the need to be consistent in the way that we respond to unacceptable or inappropriate behaviour and we do this by implementing a consistent four levelled approach. At any time, if someone is unsure of how to proceed, guidance and support can be sort from the Duty Manager.

7.1 Verbal challenge

Children and young people will be requested verbally by staff up to 3 times to stop the behaviour that is deemed unacceptable, this may be less when dealing with aggressive, violent or bullying behaviour. Where possible staff will indicate a preferred type or choice of behaviour or offer to assist the child/young person in changing their behaviour. If the behaviour then improves the situation is ended, if the behaviour does not cease the young person will be requested to have a discrete and informal 1:1 conversation about their behaviour and changes that need to be made.

7.2 Informal Chat

A staff member will have an informal chat with the child/young person discreetly. The child/young person will be given the opportunity to have their say. If the problem persists the young person will be spoken to again.

7.3 Behaviour Recorded

If the behaviour continues the incident(s) is recorded. The child/young person is informed of this and where appropriate this will be shared with parents/careers. The incident sheet is to be acknowledged by the parent/carer where appropriate, the Manager and the youth worker who dealt with the situation. Behaviour is then monitored and if it is improved the situation is ended.

7.4 Formal Meeting with Manager

If the behaviour is still continuing after the young person has been spoken to, the Manager will arrange a formal, confidential meeting with the parent/carer and the child/young person to discuss and agree the next action. Behaviour will be monitored again, if it is improved, the situation is ended. If it does not improve the child may be asked not to attend a session as a last resort. This will be discussed with the parent/carer and the young person.

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Staff will give children/young people the opportunity to take some space before staff handle the situations, if its deemed appropriate.

Staff will make children/young people/parents/carers aware that if behaviour persists they may be asked to leave the session. They will not be allowed back until they have spoken to the manager to discuss behaviour and expectations going forward.

In some circumstances young people may be told they cannot attend any session for a set period of time or, and only in extreme circumstances, cannot attend again. If this is the case they will be provided with a later of explanation detailing why this has occurred and how Tarners will assist the young person's return to service.

8.0 Handling Aggressive Behaviour / Serious Incidents

If a child/young person cannot be calmed and is displaying the following behaviours, then this is classed as a serious incident. The first concern is for the personal safety of the other young people, the volunteers and the staff. Behaviour which is considered aggressive / serious:

- Using threatening or abusive/ offensive language.
- Shouting at staff, volunteers or other children/young people.
- Using intimidating body language.
- Hitting or kicking furniture or other objects.
- Damaging the building in any way.
- Being aggressively invasive of personal or body space.
- Being physically violent.
- Holding a weapon, using or threatening to use an object as a weapon.

In these instances, staff and volunteers will get back up from another staff member immediately.

With back up staff will ask the young person to leave the premises and if necessary warn them that the police may be called.

If staff feel intimidated then it may be necessary to leave the centre with the other young people at the session.

Call the police if necessary.

Contact young people afterwards explain that they need to a set number of 1-2-1 sessions with staff before they can return to the main session.

Staff will record a serious incident on an incident form and bring it to the team meeting the next week to reflect upon what happened and how it was handled. Staff should seek out management and / or peer support after any such incident to ensure they have had a chance to 'off load'. This should be done in a space separate from the main session if it is continuing (i.e. office / outside).

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8.1 Physical Restraint

Every child and young person has a right to be treated with respect and dignity, and deserves to have their needs recognised and be given the right support. However, some children and young people with learning disabilities, autistic spectrum conditions or mental health difficulties may react to distressing or confusing situations by displaying behaviours which may be harmful to themselves and others and on rare occasions may be at a heightened risk of restrictive intervention to minimise the impact of their behaviour, on them and on other people.

At Tarner we recognise that the use of and /or threat of restraint and restrictive interventions are very traumatising both for the children and young people but it can also have a negative impact on the staff who carry out such interventions. Tarner staff will always use positive behaviour support and other alternatives when deescalating challenging behaviour as the preferred approach.

There will, however, be times when the only realistic response to a situation will be restraint or restrictive intervention. For example, if a young child is about to run into a busy road, or a young person is attacking a member of staff or another pupil and refuses to stop when asked, then reasonable force to stop this may be necessary. But wherever possible, it should be avoided; and proactive, preventative, non-restrictive approaches adopted in respect of the behaviour that challenges.

Tarner staff who have been trained in restraint techniques, may only use reasonable force to restrain a child to prevent them:

- Hurting themselves or others
- Damaging property
- Causing disorder

Incidents of physical restraint must:

- Always be used as a last resort.
- Be applied using the minimum amount of force and for the minimum amount of time possible.
- Be used in a way that maintains the safety and dignity of all concerned.
- Never be used as a form of punishment.
- Be recorded and reported to parents.

Please also refer to the **Use of Reasonable Force Policy**.

9.0 Dealing with Bullying and Conflict.

Conflict and disagreement between children/young people is not uncommon in both Children's Project and Youth Projects environments. Bullying is different and is repeated actions or behaviours designed to upset, intimidate, exclude or hurt another child/young person.

Tarner has an Anti-Bullying Policy for dealing with any incidents of bullying. This document tells staff how to deal with conflict and bullying displayed between children/young people.

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Children and young people should be encouraged to learn to assert their desires and frustrations, to share resources and to apologise when they have made poor behaviour choices. They should be encouraged to seek staff support or bring problems to the attention of the staff team.

Children and young people should be supported through staff intervention (conflict resolution / restorative justice approach etc.) to resolve conflict between themselves (if they are willing and it is appropriate).

If children/young people are unable to resolve conflict with staff support, or bullying is believed to be happening, the staff team will discuss the situation and put in place strategies to avert the behaviour, or monitor the young people involved, with the intention of preventing the bullying behaviour.

Staff will use the procedure described above for dealing with inappropriate behaviour.

Children/Young people may be offered 1-2-1 support, a referral to another service or family intervention if this problem persists.

Persistent bullying of another individual can result in someone being barred from Tarner's services, as it can lead to serious distress and lack of confidence in the person being bullied.

All issues are dealt with in a confidential and sensitive manner.

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