

# BEHAVIOUR POLICY

Name of Organisation: BEAT Limited

Venue/address for which policy applies: All venues Date of last review: 1st November 2019

Date of next review: 1st November 2020 Name of author: Claire Cole

# This policy relates to the following documents and policies:

* Health and safety
* Equal opportunities

# INTRODUCTION

Our behaviour policy supports our vision and values. BEAT Limited:

* Inspires and supports young people
* Cares and values young people
* Provides opportunities for all
* Puts the emotional health and well-being of young people first
* Expects young people to work hard and to their full potential
* Never gives up on a young person

Our primary focus is on developing and building on positive relationships which create an environment that allows clients to engage fully in the therapeutic process. In order to ensure success for all we have in place a range of interventions to support clients. We aim to promote good behaviour and deter bad behaviour including all forms of bullying. We communicate on an on-going basis with staff, students, parents and other stakeholders with regard to our behaviour policy and procedures and when formally reviewing this policy which is then published on our website.

# BEING CONSISTENT

Behaviour and Learning is everyone’s responsibility. We will be more successful in maintaining positive and respectful behaviour if we are consistent in our approach and if we work as a team.

All adults will:

* model and reinforce positive behaviours
* have high expectations of behaviour
* challenge inappropriate/negative behaviour
* actively seek to praise clients appropriately
* calmly apply and follow up consequences

Clients will be given unconditional positive acceptance, - making clear to them that it is their behaviour that is unacceptable, not them as a person.

Racism, sexism and discrimination and bullying of any kind, towards people or animals, will not be tolerated.

Incidences of unacceptable behaviour will be recorded and issues dealt with in line with BEAT Limited policies and procedures. BEAT Limited continues to develop protocols to provide guidance and support staff to staff in dealing with a range of situations/circumstances. For example

– dealing with drug related incidents; bullying; violent behaviour being exhibited. These will be regularly reviewed and updated.

# Consequences

* All consequences should have a learning focus, build relationships and encourage clients to take responsibility
* Restorative approaches are encouraged and supported
* Consequences do not have to be heavy to be effective, but must always be followed through as agreed and dealt with consistently.
* Exclusion from therapy/groups should only be used as a last resort and should be for as short a time as possible. The decision to exclude can only be made by the Lead Therapist.
* Once a consequence has been agreed and implemented, clients will be helped to experience a fresh start. The criticism of a client’s unacceptable behaviour will be given privately and not in front of others.
* All staff will follow the agreed procedures to log incidents and inform parents/referrers. This data will be monitored regularly.
* In the event of a very serious incident staff will contact the Manager/Directors immediately. All such incidents will be thoroughly investigated and written accounts will be recorded by all parties involved independently.

Occasionally as a consequence of significant or repeated behavioural incidents a review of their programme will be required. This will be in consultation with parents and will be a short or medium term response which will be regularly reviewed. All staff involved with the young person will be fully informed of any outcome so that a consistent approach can be maintained. **BEAT Limited prides itself on never giving up on a young person** – but sometimes we have to find a different way to work with them in order to help them to be successful.

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