

## Behaviour Support Policy

including Behaviour Management Strategy Plan

Authorship:	People, Policy & Compliance Sub-Committee
Reviewing Officer:	Head of Youth and Community
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### 1. **Purpose**

YMCA Humber ensures, so far as reasonably practicable, to adopt a consistent and positive approach to supporting children's and young people's behaviour. This policy outlines how YMCA Humber staff will manage and support children's behaviour in a positive, safe and consistent manner. This will include challenging fairly, implementing behaviour support strategies where appropriate and management of persistent behaviour which challenges our service.

### 2. **Overview**

YMCA Humber will promote positive behaviour through praise, reward and reinforcement, providing clear expectations for acceptable behaviour which is easy for each child to understand irrespective of their age.

YMCA Humber will protect the physical and emotional security of all children whilst in our care by outlining steps to address challenging behaviour, by minimising disruptions and maintaining a calm, inclusive environment at all times.

We recognise that some children may have additional behavioural or emotional needs which will require tailored strategies and interventions. Therefore, for each child a centred approach will be encouraged taking into consideration the underlying reasons for each child's behaviour.

### 3. **Actions**

To ensure each child is protected, be they the child 'implementing bad behaviour' or those affected by the outbursts or behaviour, each member of staff will:

- Actively prevent escalation of challenging behaviour.
- Establish procedures for de-escalating situations when challenging behaviours arise.
- Ensure a consistent approach is followed through guidelines and principles.
- Provide children with a predictable and fair approach to behaviour management.

Each child will be given the opportunity to reflect on their behaviour and learn from their experiences, with problem solving skills discussed to emphasise self-regulation for their future behaviour.

#### **Aligning to Safeguarding**

YMCA Humber will align with safeguarding policies and during delivery of Wraparound Care and Youth Services staff must remain aware of their individual responsibilities in managing challenging behaviour. Furthermore, staff must recognise their own professional limits when dealing with behaviours and acknowledge when an alternative professional response (e.g. safeguarding referral or police) is required.

Employees may use different approaches to support behaviour that presents challenges, but all staff must be aware of their responsibilities when working with children and young people who exhibit emotionally driven behaviour.

### 4. **Recognising the Signs**

YMCA Humber recognises that children and young people manage a range of emotions and feelings, and by working collaboratively with them, staff have the opportunity to promote positive behaviour strategies.

When responding to challenging behaviour staff must where possible, maintain consistency in the language they use, offer positive reinforcement throughout the conversations, working on mutual agreements and expectations.

Staff will involve them in discussions about rules, helping them understand the impact of their behaviour on themselves and others, discouraging bullying and fostering responsibility.

Children will always be given the opportunity to make amends for their behaviour and, unless it is judged inappropriate, be able to re-join the activity. No child or young person should be publicly disciplined but should be removed from the group and talked to away from other service users.

Types of behaviour which may challenge

There are varying levels behaviours which may challenge our teams when working with the children and young people accessing our service. However, each type of behaviour may hold a number of underlying reasons as to the outburst, including:

Disengaged behaviour	May indicate that a child or young person is bored, unsettled or unhappy. Staff will be able to, through sensitive interventions, re-engage with the child in purposeful activities.
Disruptive behaviour	This action describes a child or young person whose behaviour prevents other children from enjoying themselves. Staff will collectively discuss incidents and agree on the best way to deal with them, and detail this in incident reports
Unacceptable behaviour	Includes non-negotiable actions such as discriminatory remarks, violence, bullying or damage to property. Staff will communicate clear consequences for behaviour which may include an initial response or temporarily removing the child from activities.

Severity Levels

Level One	Level Two	Level Three
Minor incidents	Mid-Level Incident	Serious Incident
<u>Examples include:</u> name calling misuse of equipment or lack of cooperation	<u>Behaviours from Level One</u> which persist despite intervention and redirection	<u>Examples include:</u> physical aggression towards another use of discriminatory language actions that compromise safety of others

For any behaviour classified as Level 2 or Level 3 a staff member who witnesses or handles the incident will complete a behaviour report form. This form will be reviewed and signed by both the child's parents/guardians and the Department Lead.

If an incident is deemed particularly serious or if repeated behaviour reports indicate an ongoing concern, a meeting will be arranged with parents/guardians to discuss further steps. The goal of this meeting is to collaborate on strategies to support the child's positive experience within the setting. This includes reviewing or implementing a tailored behaviour support plan to ensure it remains relevant and effective.

If, despite these interventions, challenging behaviours persist, further discussions will take place to determine the most appropriate next steps. This may include exploring alternative support options, such as accessing other services or identifying suitable external provisions to best meet the child's needs while ensuring a safe and positive environment for all.

## 5. **Behaviour Management Steps.**

### Meeting with Parent / Carers:

Staff will aim to discuss incidents and concerns with parents/carers privately at the earliest possible opportunity to help identify the causes of behaviour which challenges and share strategies for dealing with it. If appropriate, the child or young person will be invited to attend.

### Cautions:

The child / young person will be given a caution about their behaviour, which is a formal warning that aims to carry a deterrent effect and reduce the likelihood of behaviour which challenges continuing. The caution will either be:

- Simple Caution: the child / young person is warned that their behaviour is unacceptable, and if it continues, more serious steps will have to be taken.
- Conditional Caution: with specific conditions attached to the caution, with a finite duration of time.

### Cooling Off Periods

A cooling off period is a finite duration of time where a child or young person will not attend the Wraparound Care setting. This provides YMCA Humber with the opportunity to plan with the parent/carers and other professionals for re-integration into the setting. At this stage any Behaviour Management Plans which are in place will be reviewed.

### Full Exclusion

YMCA Humber is a fully inclusive setting, however there are times when full exclusion is the right course of action, once all other options have been exhausted. YMCA Humber will work with the parent/carers, and relevant professional bodies (such as health, social care and education) to put in place support for the child or young person outside of the YMCA's settings.

### Physical Intervention

YMCA Humber Services believe that under no circumstances must physical punishment be used. Staff will have used all possible non-physical actions, such as dialogue and diversion, to deal with the behaviour.

If physical intervention may be required, then the child will be verbally warned that physical intervention will be used if they do not cease their unacceptable behaviour.

Staff will use restrictive physical interventions only as a last resort and only then if they have reasonable grounds for believing that immediate action is necessary to prevent a child from significantly injuring themselves or others or to prevent serious damage to property (see Appendix 4).

### Recording

After any intervention and management of behaviour which challenges, the actions taken by staff, and details of the incident itself, must be accurately recorded on YMCA Humber Magic Booking Accident and Incident Reporting Software (see Accident Safeguarding policies).

## 6. **Staff Training.**

Staff will undertake onsite behaviour management training.

In addition, they will complete mandatory courses which are child focused including:

- Autism Awareness Training
- Safeguarding Children and Young People
- Equality, Diversity and Inclusion