



# Within the Wood

## Behaviour Management Policy

Behaviour Management policy for all staff (including subcontractors and volunteers) working at Within the Wood. When work is commissioned by another organisation (referred to in this document as the Partner) the Partner's own Behaviour Management policy takes precedence. Within The Wood aims to be an inclusive organisation that welcomes, supports, and engages all individuals on our programmes. We expect all participants to behave in socially acceptable ways, having respect for themselves and others around them. We believe in treating everyone with respect and do not tolerate bullying of any kind, be it physical, emotional, verbal, sexual, racist, homophobic, or cyber bullying.

### We aim to:

- Always maintain the safety of staff and participants.
- Treat all individuals with respect.
- Ensure participants treat themselves, each other, and staff with respect.
- Promote motivation, independence, self-discipline, self-confidence, and self esteem.
- Identify and address all undesired or concerning behaviour and deal with incidents of anti-social behaviour promptly and effectively.
- Create an atmosphere where individuals feel able to disclose if they are victims of anti-social behaviour and know that it will be taken seriously.
- Ensure staff are aware of the different forms of bullying and the signs that someone is being bullied.
- Ensure staff know that they must report any incidence of anti-social behaviour to the Director (Joseph Drury).

### Practitioners will:

- Be sensitive, patient, understanding, calm and consistent.
- Use constructive and positive direction.
- Set realistic and achievable goals and ensure participants understand what is expected.
- Act as positive role models.
- Offer positive praise and encouragement for positive behaviour and achievement.
- Set clear ground rules and boundaries and ensure participants understand them.
- Communicate with each other to operate fairness and consistency.
- Work together to manage behaviour issues.




### Practitioners will not:

- Use physical punishment of any sort. Physical intervention may only be used to prevent harm or injury to participant, staff or member of the public.
- Shout at a participant, except where raised voices are necessary to prevent harm or injury to participant, staff, or member of the public.
- Threaten a participant with physical punishment or any form of punishment which can harm a participant's wellbeing.
- Use degrading, sarcastic, insensitive or negative language.

### In case of incidents of anti-social behaviour, it is our policy to:

- Where there is not an immediate danger of harm or injury, first observe the situation to ensure the staff member has as full an awareness of the situation as is possible.
- Ask to talk to individual(s) involved away from the rest of the group.
- Ask the individual(s) to explain the situation from their point of view and ask if they have suggestions for how it can be resolved.
- Where possible work with the individual's strategies to resolve the situation. Alternatively facilitate a conversation to support the individual(s) to reach an acceptable resolution.
- Confiscate articles from participants if they are being used inappropriately.
- If situation is resolved, thank the individual(s) for their co-operation.
- Communicate our expectations for behaviour to the individual(s) involved. Ensure they understand what behaviour cannot be tolerated e.g. physical violence, verbal abuse, bullying.
- Set appropriate consequences for continuing the anti-social behaviour e.g. removal from a situation, a phone call home etc. Ensure the individual(s) involved know the consequences.
- Communicate what has happened to other members of the staff team so they can help observe the situation.
- Continue to monitor the individual(s) and if anti-social behaviour persists ensure the consequences as previously stated are carried out.
- If appropriate, at the end of the session report the incident to parents, carers, or other adults responsible for the welfare of the participant.



Signed: 

Date: 31/01/2024

This policy will be reviewed in January 2025