

## YES Behaviour Policy and procedure

### Introduction

This policy sets out our approach to behaviour management at Yes. Yes takes a relationship-based approach to its work with learners and practice is informed by theories of trauma and attachment. Yes aims to build positive working relationships, built on a foundation of mutual respect, with all of its learners. Nevertheless, Yes recognises that there may be times where there is a need to respond to poor behaviour to ensure the safety and wellbeing of learners, staff and volunteers.

### Key beliefs

Every member of Yes has a responsibility for behaviour and everyone has the right to feel safe, valued and respected.

Learners, staff and volunteers have a right to learn, work or volunteer in an environment that feels safe and secure.

Learners who have experienced trauma or attachment difficulties may find it difficult to regulate their emotions and there is a need to take this into account in our approach to behaviour management.

Where issues arise, we believe that these should be addressed with respect and understanding in a collaborative way with learners, referrers and parents or carers where appropriate.

Clear and consistent boundaries throughout our work reduces the risk of behavioural issues from arising.

### Behaviour Code

Yes staff will

- Respect learners and encourage them to show respect for themselves and others
- Create a positive environment through the use of a relationship-based approach and by using praise and reward
- Establish clear and consistent boundaries and communicate these to learners
- Work collaboratively with learners, referrers and where appropriate, parents and carers to explore the learners support needs and agree strategies to meet these. (For example, allowing learners to take time out of a session when they feel they need to)
- Deliver a stimulating curriculum, at a suitable level, using appropriate resources
- Ensure that students are emotionally and physically safe
- Challenge inappropriate behaviour as soon as possible after the event, including, where needed, by involving senior staff and referrers, parents and carers.
- Act as a positive role model to learners

Learners will:

- Attend and do their best to be on time
- Do their best to engage with learning activities

- Show respect, care and consideration to others
- Treat the learning environment with care and respect
- Ask for help and support when needed, including asking for help to manage behaviour
- Work collaboratively with staff, referrers and where appropriate parents or carers to agree strategies to help meet individual needs.
- Respond to tutors instructions

*In the case of school aged young people*

Parent/Carers (and referrers) will:

- Participate in initial meetings and planning, where appropriate, for each learners programme of learning at Yes.
- Ensure that their child attends
- Make contact if their child is absent or late
- Show support if there is a need to address behavioural issues. Including showing support where sanctions need to be implemented.

## Rewards

Yes believes in positive behaviour management and subscribes to the idea that positive behaviour should be rewarded through praise and encouragement, displaying learner work, certificates of achievement etc... Staff will also work to support learners to identify their own strengths and achievements.

## Sanctions:

Inappropriate behaviour will be addressed as soon as possible after the event and sanctions will be proportionate to the behaviour.

We will work collaboratively with learners, staff and referrers/parents/carers where appropriate, to understand the issues that led to the behaviour and to agree an appropriate course of action, including agreeing strategies to prevent such circumstances arising in the future .

We will take an individualised approach to behaviour management and aim to take individuals needs and circumstances into account when considering sanctions.

Safety of learners, staff and volunteers always remains of paramount importance and decisions to ensure safety will be a priority.

Where behaviour results in putting learners, staff or volunteers at risk senior staff and referrers/parents or carers will be involved in resolving the situation.

At Yes we aim to avoid exclusion as far as possible although in the event that we are unable to ensure the level of safe working that all learners, staff and volunteers have a right to this may need to be considered.



**Positive Handling:**

Yes staff are not trained in any positive handling or physical restraint techniques and this method of behaviour management are not deployed.

**Right to search:**

If it is suspected that a student is in the possession of drugs or weapons, the police may be called to conduct a search. Yes reserves the right to refuse entry to any student reasonably suspected of possession of drugs, intoxicants or weapons.

**Responsibility for implementing this policy:**

Yes Trustees/Directors maintain overall responsibility for the implementation of this policy. Day to day implementation is overseen by the Operations Manager but is a responsibility shared by all members of Yes staff, and where appropriate volunteers.