



YuGo Positive Behaviour Policy

1. INTRODUCTION AND PURPOSE

If you require this information in any other accessible format please contact:

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All of the children and young people YuGo works with have the right to be safe and to be treated with dignity and respect. It is the responsibility of senior staff to ensure that behaviour by any child/young person or member of staff does not have a negative effect on other users and to address any challenging behaviour/incidents that arise. The guidelines below are designed to enable staff and volunteers to respond in a person centred and non-judgemental way with confidence and competence, whilst maintaining the dignity and safety of all involved.

2. OVERALL APPROACH

2.1 YuGo supports an approach of facilitating positive behaviour in children and young people.

2.2 The following ways of working should be used by all who work with children in order

to foster a positive behaviour environment.

- Get to know each child/young adult well. A strong relationship based on trust and respect is one of the most effective preventative measures.
- Involve the children/young adults in decisions about activities that are available, and about reasonable limits, appropriate to each child's age and understanding.
- Lead by example. Model respect for children and young people and for each other in all of your work.
- Encourage good/socially acceptable and desired behaviour. Notice and respond when children are being helpful, constructive or friendly.
- Be flexible as far as you can, set consistent limits within your team and find out about the limits the child/young adult is used to at home and elsewhere.
- Be clear. Children/young adults need to be aware of what is expected of them. Problems often occur when expectations are unclear or unreasonable. Ensure you are using a method of communication the child/young adult understands.

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- Be consistent in the approach and support to the young person.
- Consult with Parents and carers. Whenever possible, parents/carers will be asked how they support specific behaviour exhibited by their child/young adult. Parents and carers must also be kept informed of any challenging behaviours (outside the normal pattern) that have occurred within a session.
- Liaise with partners to retain consistency With the permission of parents, other organisations involved with the child/vulnerable adult (e.g. school, college, social care, health professionals) where necessary can be contacted to ensure that a consistent approach is taken.
- Avoid Upset Staff to avoid situations which are likely to upset an individual child/vulnerable adult whenever possible, reasonable, and appropriate.
- Learn as a Team Incidents of challenging behaviour, and tactics for addressing such behaviour, will be discussed with all involved staff on a regular basis.
- Equity in delivery Every child/vulnerable adult has the right to be treated fairly in all circumstances and situations and in accordance with their individual needs.
- Right to communication All children/vulnerable adults have the right to have a say in anything that affects them.
- Right to be safeguarded Every child/vulnerable adult has the right to be respected, listened to and have their needs considered. They have the right to be protected from all forms of abuse or threatening behaviour, whether physical, mental, verbal, or emotional.

3. CHALLENGING SITUATIONS

3.1 All behaviour happens for a reason and is one form, or sometimes the only form of the vulnerable young person communicating their needs, discomforts, anxieties and wants.

3.2 Staff and volunteers should use dynamic risk assessment and assessment of potential triggers to support the young person at all times, and where possible eliminate those to stop situations from escalating.

3.3 The following principles should be followed when challenging situations arise

- Try to avoid head on conflict. Try distraction or compromise – diffuse the situation wherever you can and stop it escalating.
- Use the opportunity for the child or young person to learn. Try and teach a positive alternative to less social or an unacceptable behaviour i.e. “Let’s do this” rather than “don’t do that!” always aiming to increase the child’s own self-control.
- Make a distinction between the child or young person and the behaviour. “I do not like things being thrown” rather than “I don’t like you now you’ve thrown that”.
- Avoid confrontation. Make sure the child or young person has a way out of a confrontation without losing face, and make sure there are positive responses to acceptable behaviour.
- Children and young people may need space and time to ‘cool down’ on occasions; respect this.
- Strategic Capitulation, re-directing the young person to an activity before they reach ‘crisis point’

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- Keep your own self-control. Be ready to ask for help from another person.
- A change of staff/face can sometimes diffuse a situation, especially when the member of staff has turned into a trigger themselves. It is important to recognise that this is not an indication of failure of the member of staff but the best way to de-escalate a tricky situation and support the young person.

4. THE FOLLOWING APPROACHES TO POSITIVE BEHAVIOUR MANAGEMENT SHOULD NOT BE USED

- 4.1 Do not try to manage challenging behaviour alone. Ask for help, ideas or advice or just talk things over with someone.
- 4.2 Do not issue punishment or sanctions unless they are formally described in a positive behaviour plan for the child.
- 4.3 Do not inhibit a child or young persons freedom of movement unless they or others are at risk.

5. PHYSICAL RESTRAINT

- 5.1 If a child/vulnerable adult is presenting a risk to themselves, to others or to property, volunteers and untrained staff are not expected, unless in case of immediate danger to life, to use physical intervention.
- 5.2 Staff are to monitor the child/young adult closely to ensure that they will not tip back into crisis.
- 5.3 Any physical intervention must be recorded and appropriate actions considered to avoid recurrence. Parents and carers will be kept informed of any incidents requiring physical intervention, and any subsequent action plans formulated by the staff team in response to the incident.
- 5.4 Physical restraint should only be used as a last resort and is only permissible in circumstances where staff are attempting to avoid immediate danger of injury to the young person, or to avoid immediate danger of injury to another individual, and where any other course of action would be likely to fail.
- 5.5 YuGo does not permit the use of corporal punishment. The term 'corporal punishment' should be taken to cover any intentional application of force as punishment, including slapping, throwing missiles and rough handling.

6. RECORD KEEPING, REPORTING AND POSITIVE BEHAVIOUR PLANS

- 6.1 Any challenging behaviour displayed by a child or young person should be recorded using the Incident Form in Appendix 1 of this policy.
- 6.2 The Incident Report Form process should be followed as per YuGo's Health and Safety Policy.
- 6.3 If a child or young person displays challenging behaviour of such severity to cause significant harm/injury to staff and volunteers, other vulnerable children and young adults and members of the public, YuGo reserves the right to ask for that young person to be sent in with their own support staff and/or to certain, identified sessions only.

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6.4 A child or young person can be permanently excluded from a specific activity/setting where the young person, other vulnerable young people, members of staff and members of the public will be in danger of significant harm. This decision will be made in conjunction with all parties involved and is a reflection on the fact that the complex challenging behaviour needs won't be able to be supported by YuGo, specifically in a short break setting.

7. APPROVAL

This policy has been approved by the Board of Directors and will be reviewed at least every 3 years.

Name	NAOMI BOAST
Signature	
Approval Date	14/02/2024
Review Date	14/02/2027





8. APPENDIX 1

YUGO INCIDENT REPORT FORM

Please use this form to report the following type of incident, **or any near misses** of the following incidents:

- Any incident where any individual has been physically harmed or injured
- Any incident where any individual has been subject to any form of verbal abuse
- Any incident which has resulted in the restraint of any individual
- Any incident of behaviour which has caused concern or has affected the smooth running of an activity

Please also use this form for any other kind of incident you feel should be brought to the attention of your line manager.

Concerns or incidents which have led to there being concern for the welfare of a child or vulnerable adult should be reported using the Safeguarding Concern Reporting Form.

Every effort must be made to inform parents or carers of any incidents or near misses and the action taken.

If it is not felt in the child or young person's best interests to remain at the activity, parents or carers should be contacted.

Please follow the incident reporting process outlined on the back page.

Name of person completing this form:	
Job role:	
Date of incident:	Names of individuals involved:
Location of incident:	
Was it an incident or near miss?	
Describe the incident. What happened? Who was involved? What steps were taken during and following?	



For incidents which have involved challenging behaviour on the part of a vulnerable adult or child, please record the following:

Is this the first time this behaviour has been seen from this individual?

What was happening before the incident?

What behaviour was observed?

What was the consequence of the behaviour?

Should any policies, procedures or ways of working be changed as a result of this incident?

Signed:

Date:

Process to follow as per YuGo Health and Safety Policy:

The employee filling out the form should give the form to their line manager as soon as possible. It is the responsibility of the line manager to put the form in the secure folder in a locked cabinet and inform the Head of Operations of the incident or near miss.

Employees and volunteers must report any incident or near miss to their line manager within 48 hours via email.

For a major incident involving the emergency services, or an individual being taken to a medical facility, the line manager must be informed immediately. In this instance the line manager must report this to the Chief Executive Officer at the earliest possible opportunity.

It is the responsibility of the Head of Operations to consider why any incident or near miss occurs and, if appropriate, take prompt action to ensure future prevention.

Near misses to be reviewed bi-annually by the Head of Operations and Chief Executive.

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