



# Romford Baptist Church

## **Behaviour Management Policy April 2009**

This policy was agreed at the AGM held on 29<sup>th</sup> April 2009

This policy is to be given to all leaders/helpers (including junior helpers) and will be available to parents if requested

### **Statement of beliefs and values**

We believe that all people in the community of Romford Baptist Church should feel safe and secure within the environment, free from humiliation, harassment, oppression and abuse.

### **Purpose**

The overriding purpose of this policy is to protect children and the adults working with them.

### **Principles**

#### *Behaviour we seek to encourage:*

- Telling the truth
- Acting with consideration and politeness
- Treating others as we would like to be treated
- Respecting everyone's beliefs
- Following the rules of the group and responding to requests from leaders

#### *Behaviour we seek to reject:*

- Bullying
- Aggressive behaviour
- Persistent disobedience
- Stealing
- Refusal to show respect for each other
- Deliberate destruction of property
- Name calling
- Persistent and deliberate swearing
- Refusing to co-operate

## **Procedures**

### *Children with specific needs:*

We seek to understand and support the individual child where we are able. Wherever possible we will seek guidance from parents to help us understand a child's individual needs.

Leaders will use discretion and work with the parents, Youth Pastor and Safeguarding Team to prepare individual plans in extreme cases.

### *The adult's role:*

All children and youth workers must endeavour to use positive body and oral language and affirm children and young people, encouraging appropriate behaviour rather than merely responding negatively by criticising inappropriate behaviour. It is vital that all who work with children and young people (including junior leaders) recognise their responsibility and model the behaviour they expect of the children/young people. For example by ensuring that they speak to each other and those in their care, with respect at all times.

Adults and Junior Leaders should always maintain a non-confrontational manner

Team members must be alert to bullying and do everything possible to prevent it and make it clear that it will not be tolerated. They also need to be aware of their manner and approach at all times and ensure that it could not be interpreted as bullying.

No guidelines can cover every eventuality but it is essential that physical contact cannot be misinterpreted. Children's workers and youth leaders need to ensure that any physical contact is appropriate to age and gender.

Behaviour management strategies will vary dependant on the age and stage of understanding of the child/young person as well as the specific situation.

### *Positive reinforcement:*

The use of specific praise and thanks will be used throughout all children's work. Dependant on age, stage or situation as well as being verbal and immediate it could also include the use of stickers, certificates or making a point of speaking with parents to let them know how helpful/thoughtful etc the child has been.

### *Responses to unacceptable behaviour:*

No form of physical punishment such as smacking or slapping will EVER be used. Any adult using such measures will be suspended from their role immediately and child protection procedures will be invoked.

No form of humiliation – such as a public 'naughty' step/corner/chair is to be used. Adults will not ridicule children and if they need to speak with them to reprimand them this is to be done discretely so as not to attract undue

attention from the rest of the group. The use of Time Out to help a child/young person to calm down is acceptable but adults need to take into consideration the age and understanding of the child/young person regarding how long the child should sit out and if an adult should sit with them.

If the child/young person is causing severe distress/harm to others it may be they will be asked to leave the premises. No child/young person under the age of 16 years attending a group will ever be asked to leave the premises without their parent/carer being first contacted and asked to collect them.

#### *Physical Restraint*

Physical restraint should only be used by those who have been trained to do so & then only as a last resort where the child/young person is in danger of harming themselves or others. It will only be carried out by:

- leaders who are over 21
- preferably by the main leader of the group
- someone who is well known to the children – i.e. not a temporary helper
- preferably by someone of the same gender
- more than one adult if possible

No child or young person is ever to be involved in the restraint of another.

Leaders must always report the use of restraint to the Youth Pastor or another member of the Safeguarding team ASAP. This should be followed up by a written incident report and the leader should speak to the parent with the main leader of the group present. The incident form will then be reviewed at the next Safeguarding team meeting.

#### *Absconding*

This is when a child/young person absconds or leaves the premises without permission:

If a very young or vulnerable child leaves the premises a leader (preferably 2 leaders where possible) will follow them and may need to use appropriate restraint to bring them back and ensure their safety.

If a secondary school aged child/young person leaves the premises the child is no longer the responsibility of the group. A leader will not follow but will telephone the named contact and inform them that the child has left the premises and an incident report will be filed. If contact is not immediately successful, continuing efforts will be made and recorded on the incident form.