

Behaviour Management Policy

Introduction

Families United Network is committed to creating an environment that is safe and non-judgemental which allows families with disabilities to access a wide range of activities through Holiday clubs and Short Break Provisions.

The Families United Network Behaviour Management Policy has been designed to help employees and members with any behaviour issues raised whilst access FUN activities. Families United Network health, as a charitable organisation is under obligation to ensure the health, safety and welfare of all individuals in its care at all times.

General Aim and Practice

Families United Network will endeavour to provide good quality care for each child at all times.

Families United Network aim to promote appropriate interactions and behaviours through the use of praise and reward. Children will be dissuaded from antisocial behaviours through distraction and discussion.

Families United Network encourages acceptable behaviour through positive reinforcement and by being positive role models to children.

All activities provided by Families United Network will follow the Behaviour Procedure Guidelines and Intervention Guidelines as laid out below.

Holiday Club Provisions Guidelines

All staff will be aware of these procedures and adhere to them at all times.

The aim is to avoid challenging situations by providing appropriate activities for children and presenting them in a meaningful way.

Parent/carers are solely responsible for their children at all times.

Staff are authorised to intervene immediately in any incident if a child or other children are in imminent danger and this will be reported to parent/carer immediately.

If a child is displaying behaviour that staff considers challenging parent/carers will be asked to increase supervision of the child until the incident has passed.

If a child with challenging behaviour has a behaviour plan in place at home and/or school staff are happy to support any strategies where possible.

Families United Network aims to provide individuals with safe, supportive environments where they can develop their potential. To ensure this happens, Families United Network

liaise with parents/carers when planning activities and consider staffing and environmental management plans prior to children coming on site.

Short Break Services

All staff will be aware of these procedures and adhere to them at all times.

The aim is to avoid challenging situations by providing appropriate activities for children and presenting them in a meaningful way.

Information will be obtained from parents/guardians about how best to support each child.

Preventative Measures Families United Network aims to provide individuals with safe, supportive environments where they can develop their potential. To ensure this happens, Families United Network liaise with parent/carers when planning activities and consider staffing and environmental management plans prior to children coming on site.

In addition, staff and volunteers are given guidance and training on the Behaviour Management Strategies and we expect staff and volunteers to use these strategies at all times.

Staff will receive training on the appropriate course of action in dealing with behavioural issues. This is the responsibility of the Short Breaks Co-ordinator and Operations Manager.

It is the responsibility of all Families United Network staff to provide a safe and appropriate environment for the children in their care.

This includes:

Keeping doors and gateways closed when not in use.

Keeping external doors and gates locked when not in use.

Having additional staff to help guide children to and from transport.

Using safe and enjoyable activities to distract children.

Response to Challenging Behaviour

Physical Restraint

It would be negligent to allow a child to place themselves or others at risk of harm.

Physical restraint needs to be avoided wherever possible and only used as a last resort.

Other methods of managing crises must be attempted first.

Response Procedure

In the event whereby an individual is highly likely to cause significant injury to themselves or others then the Short Break Co-ordinator and Lead Support Worker(s) should, as far as is practical, carry out the following:

Isolate the situation by instructing staff and volunteers to guide children, young people and adults away from the immediate area.

Offer the child an alternative activity, place to play or person supporting them. Families United Network recognise that challenging behaviour is rarely personal but that sometimes a change in staffing can help the child to re-settle quickly.

Limit the potential for physical injury by removing moveable objects from the immediate area.

Control the environment by limiting additional stimulus that may exacerbate the situation.

Report all incidents to the Operations Manager.

If the situation is unable to be resolved by the Short Breaks Co-Ordinator and Lead Support Worker(s) in line with Families United Network Policies and Procedures it will be necessary to request the presence of the individual's emergency contacts either to resolve the situation or to remove the individual from site.

If the individual's emergency contacts are not able to attend then it may be necessary to follow the left child policy to ensure the health, safety and welfare of all involved.

The following should be carried out immediately following any serious incident:

Reporting

A detailed account of the incident and the events preceding it must be recorded in the Accident/Incident book.

This must include witness statements, details of the surrounding environment, physical injuries, and any factors that may have contributed to the incident taking place.

The Chair of Families United Network will be informed of any recorded incidents, and subsequent actions taken by Families United Network.

Debrief

The incident will be discussed in the whole team debrief at the end of the session.

Families United Network will arrange a meeting between all staff and volunteers involved to discuss the incident, to determine what steps are necessary, and to provide support where required.

Families United Network is committed to working with parents to ensure the best outcomes for children in their care. Parent/carers will be informed of any behaviour management incidents and the Short Break Co-ordinator and Lead Support worker(s) will explore with the parent the reason for the behaviour and how the behaviour will be managed in the future. This will assist the parent/carer and the FUN team to maintain a consistent approach to managing the behaviour.

Further Actions



On occasion, Families United Network may be unable to provide adequate and appropriate support for the child, which could lead to that child or others being harmed in any way. In these cases Families United Network would endeavour to find alternative methods of support for this child outside this group.

Diane Rhodes
Operations Manager
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