

Behaviour policy - Youth Clubs

INTRODUCTION

The basis of this policy is that we ask all our members to respect the building, respect the grounds, respect the staff and respect each other. This policy applies to all children and young people who enter Fawley youth clubs. It is also a tool to be utilised by all staff, including managers, parish councillors, paid employees, freelance and agency workers, volunteers, placement students, parents/carers and support workers or anyone working on behalf of Fawley Parish Council. Fawley youth clubs work with children and young people from the age of 7 to 19 years (up to the age of 25 years for young people with disabilities).

Fawley Parish Council youth clubs believe that all children and young people and staff have the right to have access to an environment that is safe, secure and free from negative or anti-social behaviour of any kind. To enable an environment that inspires, promotes individuality and encourages children and young people to feel comfortable engaging in activities, without the fear of negative or anti-social behaviour, Fawley youth clubs set out clear boundaries in relation to behaviour. Throughout this policy it is acknowledged that some inappropriate behaviours may be linked to medical conditions, disabilities or additional needs.

At Fawley youth clubs we are committed to preparing children and young people for the wider world, and as a result, we operate within the notion that the fact a child or young person has a disability, or additional support need does not mean that they should never be disciplined. Instead, we believe that this behaviour policy should reflect the need to pay extra attention to the underlying causes of their difficulties, reflect the additional barriers disabled people or individuals with additional support needs face in society and where appropriate, ensure that reasonable adjustments and support is put into place.

PRINCIPLES

Fawley youth clubs are dedicated to providing a safe and secure environment, free from negative and anti-social behaviour for all children/young people. As part of the ethos of Fawley youth clubs the staff and council are committed to:

a) Ensuring that children/young people are given clear behaviour boundaries and those who have difficulties meeting these boundaries are supported and helped in ways which are sensitive to their needs.

b) Providing safeguards for all staff and volunteers with a clear outline of how to manage behaviour at Fawley youth clubs.

c) Ensuring that the safety of both children, young people and staff is treated as equally important.

At Fawley youth club, all our activities are underpinned by youth work values and practice. Drawn from the Youth Work National Occupational Standards (NYA, n.d.) these values are as follows:

Participation and active involvement:

- Young people choose to be involved, not least because they want to relax, meet friends, make new relationships, to have fun, and to find support
- The work starts from where young people are in relation to their own values, views and principles, as well as their own personal and social space
- It seeks to go beyond where young people start, to widen their horizons, promote participation and invite social commitment, in particular by encouraging them to be critical and creative in their responses to their experience and the world around them

Equity, diversity and inclusion:

- It treats young people with respect, valuing each individual and their differences, and promoting the acceptance and understanding of others, whilst challenging oppressive behaviour and ideas
- It respects and values individual differences by supporting and strengthening young people's belief in themselves, and their capacity to grow and to change through a supportive group environment
- It is underpinned by the principles of equity, diversity and interdependence

Partnership with young people and others:

- It recognises, respects and is actively responsive to the wider networks of peers, communities, families and cultures which are important to young people, and through these networks seeks to help young people to achieve stronger relationships and collective identities, through the promotion of inclusivity
- It works in partnership with young people and other agencies which contribute to young people's social, educational and personal development
- It recognises the young person as a partner in a learning process,

complementing formal education, promoting their access to learning opportunities which enable them to fulfil their potential

Personal, social and political development:

- It is concerned with how young people feel, and not just with what they know and can do
- It is concerned with facilitating and empowering the voice of young people, encouraging and enabling them to influence the environment in which they live
- It safeguards the welfare of young people, and provides them with a safe environment in which to explore their values, beliefs, ideas and issues.

Our commitment to staff, volunteers, the council and others working on behalf of the organisation:

Fawley youth clubs strive to create an atmosphere where the principles of managing the behaviour of children/young people are clearly outlined and easy to follow. All staff will be enabled to confidently and fairly manage behaviour as well as help guide children/young people to contribute positively to our community, the wider community and society as a whole. We will ensure that all staff receive encouragement, support and training in areas of managing behaviour and have access to opportunities to openly discuss and share the ways in which supporting children/young people can be developed.

Our commitment to children and young people:

Fawley youth clubs are committed to protecting, fulfilling and promoting the rights and safety of children/young people at our youth zone. Positive behaviour needs to be planned for, modelled, taught and acknowledged and as a result we are committed to ensuring that all staff, including the councillors, paid employees, freelance and agency workers, volunteers, placement students, support workers or anyone else working on behalf of Fawley youth clubs present themselves as a positive role model to all children/young people in and around the youth zone. We seek to ensure that they are fully aware of and understand the behaviours that are acceptable and unacceptable when in or around Fawley youth clubs with the aim of enabling them to make positive contributions to our community, the wider community and society as a whole.

LEGAL FRAMEWORK

This policy has been drawn up based on law and guidance that seeks to protect children/young people, namely:

- The Children Act 1989
- The Children and Young People Act 2008
- Human Rights Act 1998
- Human Rights Act 2004

- United Convention of the Rights of the Child 1991
- Data Protection Act 1998 •Sexual Offences Act 2003
- Safeguarding Vulnerable Groups Act 2006
- Protection of Freedoms Act 2012
- Children and Families Act 2014
- Special educational needs and disability (SEND) code of practice: 0 to 25 years – Statutory guidance for organisations which work with and support children and young people who have special educational needs or disabilities; HM Government 2014
- Information sharing: Advice for practitioners providing safeguarding services to children, young people, parents and carers; HM Government 2015
- Child and Social Work Act 2017
- Working together to safeguard children: Statutory guidance on inter-agency working to safeguard and promote the welfare of children. HM Government 2018

BEHAVIOUR MANAGEMENT PROCEDURE

When signing up to become a member at Fawley youth clubs every child/young person will be required to read, understand and sign our behaviour agreement. We understand the need to be consistent in the way that we respond to unacceptable or inappropriate behaviour and we do this by implementing a consistent three levelled approach that provides examples of inappropriate behaviours at each level, appropriate sanctions and steps for dealing with the behaviour. At any time, if someone is unsure of how to proceed, guidance and support can be sort from the youth worker, assistant youth worker or the parish council.

To ensure that this is clear and easy to follow, significant terms are clarified below:

- Verbal challenge: The child/young person will be informally reminded that the way they are behaving is not appropriate. A clear explanation as to why this behaviour is inappropriate will be given where necessary, with staff/volunteers taking a non-threatening and encouraging approach at this point, referring to previous positive behaviour whilst providing examples of how to act or behave better.
- Warning: The child/young person will be formally reprimanded for the inappropriate behaviour and will be given 3 warnings for low level and 1 warning for medium level behaviour prior to a sanction being imposed. Warnings will be carried over and considered for escalation over 3 consecutively attended sessions.

- Cool off: The child/young person is sent home and is not permitted to enter the youth zone or be within its vicinity for the specified period of time. In the case of 1-2 week cool offs, the child/young person must attend a re-engagement meeting before re-entering the youth zone. Cool offs must be no longer than 2 weeks.

- Ban: The child/young person is sent home and is not permitted to enter the youth zone or be within its vicinity on a permanent basis. If the behaviour or incident is of an illegal or potentially dangerous nature, we reserve the right to contact the relevant agencies and government bodies, including the Police. Please note that bans may be subject to review on an individual basis, after a minimum period of 12 months.

Staff will always deliver sanctions calmly and with care. It is in nobody's interest to confront inappropriate behaviour with anger. When a child/young person is sent home from a session, a cool off is imposed or a permanent ban is put in place, parents/carers of all young people under the age of 18 must be notified and fully informed of the reasoning behind these sanctions. If a child/young person is deemed as being under the influence of any psychoactive substance (including alcohol) then regardless of consent to leave Fawley youth clubs independently parents/guardians will be called and their child/young person must be collected by a parent/guardian immediately or the relevant agencies/government bodies will be contacted.

Low Level Behaviour (yellow card)

This level of response is for low level behaviour including, but not exclusively:

- General use of rude/inappropriate language
- Rude/disrespectful behaviour/language used towards staff or peers
- Littering or inappropriate disposal of rubbish
- Disobeying given instructions by a member of staff
- General use of oppressive or discriminatory behaviour or language (First occasion)
 - Careless/unthoughtful use of equipment that leads to damage of council property
 - Running around the building in unsuitable areas unless permitted by staff
 - Vandalism of equipment or building (First occasion)
 - Graffiti (this includes all equipment, and building space both inside and outside of Fawley youth clubs)
 - Play fighting or rough play
 - Forcing entry to rooms/closed spaces

- Deliberately blocking sinks/toilets, defacing the toilet facilities, defecating or urinating outside of the facilities (First occasion)
- Any other action that is deemed low level, in discussion with the youth workers and may inhibit others ability/right to have a fun and safe experience at Fawley youth clubs.

Sanctions appropriate to this level include but are not limited to:

- Verbal warning
- Apologising for actions verbally or written (escalated dependent on behaviour)
- Fawley youth club payback, involving but not limited to activities such as litter collection and resource tidying.
- Child/young person to be responsible for repair or replacement of any property damaged or defaced.
- 1 week cool off if deemed necessary by the relevant staff (youth workers or council staff).
- Consider escalation to medium level sanctions for repeated offenses should initial sanctions not have the desired impact on behaviour

Medium level Behaviour (Amber card or 2 yellows)

This level of response is for medium level behaviour including, but not exclusively:

- Repeated low level inappropriate behaviours
- Repeated use of bad/Inappropriate language
- Taunting / bullying behaviour
- Theft of small or petty items (First occasion)
- Repetitive disobeying of given instructions by a member of staff
- Anti-social behaviour such as spitting and other non-contact behaviours
- Deliberate and repeated vandalism of equipment or building
- Sexually and age inappropriate behaviour/ conduct
- Cyber bullying via consented or unconsented photo/ video filming or sharing
- Tampering with safety equipment including fire doors, extinguishers, signs, alarms etc.
- Repeat offence of or directed oppressive or discriminatory behaviour
- Any other action considered medium level that would inhibit others ability/right to have a fun and safe experience at Fawley youth clubs.

Sanctions appropriate to this level include but are not limited to:

- Verbal discussion regarding behaviour
- Escalation to youth worker or asst youth worker for monitoring and imposing additional sanctions where necessary.
- 1-2 week cool off (child/young person to be sent home from current session and cool off period agreed between relevant staff) with re-engagement meeting arranged
- Parents/ carers called and made aware of the inappropriate behaviour and enforced sanctions
- Where required additional support from partner agencies sought
- Referral to necessary internal support where required
- Consider escalation to high level sanctions for repeated offenses should initial sanctions not have the desired impact on behaviour

High Level Behaviour (Red card)

This level of response is for high level behaviour including, but not exclusively:

- Repeated low/medium level inappropriate behaviours & failure to respond to already imposed sanctions
- Violent behaviour
- Purposeful discrimination of any form against an individual's protected characteristics
- Persistent & continued taunting / bullying behaviour
- Repeated theft of small or petty items or theft of high value items
- Persistent & continued cyber bullying via consented or unconsented photo/ video filming or sharing
- Repeated tampering or destruction of safety equipment including fire doors, extinguishers, signs etc.
- Smoking inside of the building
- Unauthorised exiting and entering of the youth zone
- Violent and directed oppressive or discriminatory behaviour
- Any other action considered high level that would inhibit others ability/right to have a fun and safe experience at Fawley youth clubs.

The behaviours below are also examples of high-level inappropriate behaviours but due to the nature of the inappropriate behaviour should be dealt with in line with the Safeguarding Policy & Procedure.

- Carrying or concealment of any item deemed to be used as a weapon
- Being under the influence of any psychoactive substance (including alcohol)
- Supplying, selling or concealment of any psychoactive substance (including alcohol) in or around Fawley youth clubs.
- Supplying, selling, carrying or concealment of any paraphernalia related to any psychoactive substances (including alcohol)
- Sexual harassment/ abuse / assault
- The association with any persons who are found to be supplying, selling, carrying or concealing any item deemed to be used as a weapon or any psychoactive substances (including alcohol) / paraphernalia
- Involvement in Child Sexual Exploitation or other high-level safeguarding concern

Sanctions appropriate to this level include but are not limited to:

- 1-2 week cool off with potential permanent ban (child/young person to be sent home from current session and cool off period agreed between relevant staff)
- Re-engagement meeting arranged for cool off sanctions
- Inability to go on trips for a defined period
- Escalation to authorities where appropriate
- Parents/ carers called and made aware of the inappropriate behaviour and enforced sanctions for all young people under the age of 18 years
- Where required additional support or referrals made to partner agencies
- Referral to necessary internal support where required
- Permanent ban from Fawley youth clubs