Christ Church Lowestoft
Children and Young Person Behaviour Mangement Policy

1. It is the responsibility of the overall group leader (assisted by the other leaders) to create a safe environment that aims to make young people feel safe and cared for; to be protected from harming themselves or others; and to have clear expectations and boundaries set for all concerned.
2. Every child/young person has the right to be treated fairly and consistently according to this behaviour policy.
3. Every child/young person has the right to be protected from all forms of abuse or threatening behaviour, whether physical, mental, verbal or emotional.
4. Where possible (i.e., where age and ability permits), leaders and children/young people will establish a clear set of expectations and behaviours that can be reasonably expected, and what will happen if these expectations are not met.
5. Every child/young person has the right to be respected, listened to and have their needs taken into account. When talking to a child/young person about their behaviour, it will always made clear that it is their behaviour that has been the problem not them.
6. All children/young people should be encouraged not to be aggressive or retaliate physically, but to resolve disputes in a non-aggressive way.
7. When appropriate a child/young person should be taken to one side and talked to on an individual basis concerning their behaviour.
8. Language or behaviour designed to be offensive to anyone is unacceptable and will not be tolerated. Incidents of bullying will be dealt with promptly.
9. Procedures will be adhered to at all times (Appendix 1).
10. Incidents of challenging behaviour, and tactics for addressing such behaviour, will be discussed at team meetings.
11. Parents will be required to read and accept our behaviour policies when registering their child with our activity. They will be kept informed of any incidents, and subsequent action plans formulated by the team in response to their child's or young person's behaviour.
12. This policy is to be understood in conjunction with our policies concerning Accident and Incident Reporting Procedures, Health and Safety and Safeguarding.

APPENDIX 1 Procedures for Challenging Behaviour

Level 1: Minor Incidents

For example: disrespectful or disruptive behaviour, talking over leaders, disrupting others, throwing objects across the room or at others, not following instructions when first given, calling out inappropriate language, provoking others through comments or actions (e.g. staring, teasing), romantic behaviour or romantic physical contact.

- Leader/helper warns child/young person appropriately that their behaviour has been inappropriate, tries to establish why the incident occurred and discusses with them how the situation can be resolved.
- Child/young person makes amends if appropriate.
- Matter may be discussed at the end of session with the rest of the group's leadership team.

Level 2: Repeated Minor Incidents

- Matters have been dealt with as per level 1 but have not been responded to.
- Helper informs leader who then talks with the child/young person. Sanctions (normally time out from group activities) are now applied. Behaviour may be discussed with parent/guardian at the end of the session.
- Account written at the end of the session and discussed with the group's leadership team.
- The matter is addressed through continued appropriate communication with the child/young person and the parents/guardians until the situation is resolved.
- Where behaviour remains unchanged despite repeated Level 2 interventions over several sessions, the leadership team may implement a temporary suspension from the group sessions. A behaviour action plan and reintegration meeting may be required before returning.

Level 3: Serious Incident

For example: physical abuse or harm of another child or adult, leaving the area without informing a leader, using discriminatory language or behaviour (e.g. racist, sexist, bullying language), behaviour jeopardising the safety or functioning of the group, deliberately damaging equipment or the building, bringing banned items (e.g., weapons or copy-cat weapons) onto the premises.

- Helper/leader informs overall group leader immediately and writes a detailed account of the event, which is filed on church computer systems.
- Procedures for level 1 and 2 are followed. If child/young person does not respond, the group leader contacts parents/guardians immediately who, depending on the severity of the incident, may have to take their child/young person home.
- This incident is discussed at the end of the session with the rest of the group's leadership team and a procedure for dealing with the incident (an action plan) is decided upon in conversation with Minister/Churchwarden and the Parish Safeguarding Officer. The action plan may involve the child/young person may be asked to sign a Behaviour Agreement. Or it may involve the child/young person being asked not to attend the group or activity for a set period or permanently if in an extreme case.

- A serious incident normally involves a letter or meeting with the parents/guardians who need to be aware of the agreed policy for dealing with the challenging behaviour. It may also be necessary to continue communication with the parent/guardian and child/young person until the matter has been resolved.
- The group leader will be responsible for liaising with the Parish Safeguarding Officer or other professionals concerned with the child or young person, sharing information where appropriate.

APPENDIX 2

Parents/Guardians/Adults at Children's and Youth Groups

We ask all parents/guardians/adults who may attend the clubs and groups to collect their child/young person, to bring information or participate in an activity to follow the same codes of behaviour. We would like to draw your attention to the following in particular:

- Please consider your language when on site, we encourage no swearing by all.
- We do not tolerate any physical or emotional aggression on site. Anyone doing this will be asked to leave the site immediately.
- There is no smoking anywhere on site.
- Please do feel free to ask questions of staff and make suggestions about the activities, we welcome this.
- If you are concerned about any aspect of the group activities, or you would like to chat about your child's or young person's experience of the project, please do not hesitate to speak to the leader. We will make time to chat with you.
- The leader of the group is your first contact for all issues. If you have an issue with helpers please try and raise it with them first, your views will be listened to. If you cannot resolve the issue, the leader will call a churchwarden who will help to resolve the problem.