

Behaviour Policy



POLICY TITLE:	Behaviour Policy
Persons Responsible for Policy:	Julian Alsop- Director Nicola Palmer- Operations Manager
Date due for review:	30-09-2022
Review date:	08-08-2022

MIAG is fully committed to supporting young people with an emphasis on positive relationships and building resilience

Policy statement

MIAG is committed to creating an environment where positive behaviour is at the heart of productive learning and building positive relationships. Everyone is encouraged to maintain the high standards of personal conduct, to accept responsibility for their behaviour and encourage others to do the same. Our behaviour policy guides staff to teach self-discipline and reflection. It echoes our ethos of resilience with an emphasis on respectful behaviour, a reflective approach to managing poor conduct and therapeutic interventions that support staff and learners.

1. Aim of the policy

- To create a culture of reflective behaviour: for learning, for community for life
- To ensure that all young people are treated fairly, shown respect and to promote good relationships
- To have a consistent approach when supporting challenging behaviours
 - To help young people think about impact of their behaviour and be responsible for the consequences of it
 - To build a community which values kindness, care, good humour, resilience, individuality and empathy for others
- To promote working together with peers and staff through improved relationships
- To ensure that expected behaviours are a minimum expectation for everyone

2. Purpose of the policy

To provide simple, practical procedures for staff and learners that:

- Recognise expected behaviours
- Positively reinforces behaviours
- Promote self-esteem and self-regulation
- Model appropriate behaviour through positive relationships

"Protect the safety and wellbeing of all people involved with MIAG"

3. Consistency

Consistency in practice

- Consistent language; consistent response: Referring to the relationships between staff and learners, simple and clear expectations reflected in all conversations about behaviour.
- Consistent follow up: Never passing problems up the line, staff and young people taking responsibility for behaviour interventions, seeking support but remaining part of the practice
- Consistent positive reinforcement: Routine procedures for reinforcing, encouraging and celebrating positive behaviour.
- Consistent consequences: Defined, agreed and applied at the settings as well as established structures for more serious behaviours
- Consistent, simple rules/agreements/expectations referencing promoting appropriate behaviour, icons, symbols and visual cues, interesting and creative signage
- Consistent respect from all staff, acknowledging feelings and allowing processing time
- Consistent models of emotional control: Emotional restraint that is modelled and not just taught, staff as role models for learning, staff learning alongside learners

4. All staff

MIAG

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1. Meet and greet at each meeting
2. Refer to positive previous outcomes, reflect on progress and resilience
3. Model positive behaviours and build relationships.
4. Plan activities that engage, challenge and meet the needs of all our young people
5. Use a positive reward system
6. Maybe "remain clam" and "follow appropriate steps and allow time de-escalation
7. Follow up every time, retain ownership and engage in reflective dialogue
8. "Uphold MIAG behaviour expectations through appropriate interventions

5. Strategies MIAG use to support behaviour and relationships

Redirection

- The young person is supported to reflect on outcomes for themselves and others
- Young person is given verbal feedback for successfully redirecting
- If Young person is unable to redirect, Staff will facilitate processing time, differentiate activities and reflect on potential triggers and work towards creating a safe environment for the young person
- If young person is unable to redirect and self-regulate, Staff may tag out or seek support from other staff. In the event of a significant event, the young person will be required to have a restorative session with key staff who will feedback outcomes to staff/carers/social worker. A staff meeting will help reflect on best practice to support the young person moving forward.

MIAG will always seek to resolve any issues to prevent escalation and negative outcomes, our staff ratio to young people allows us to do this. Our staff will communicate with each other/carers and other professionals to support best practice and outcomes. We want to support resilience and relationships so our young people can face future challenges and be successful

MIAG Behaviour Model

