

# Build-a-Future

Main Road, West Ashby, Horncastle, Lincolnshire, LN9 5PT 01507 524015

## Managing Challenging Behaviour Policy



Respect is key! Build-a-Future encourages positive professional relationships and positive communication.

All learners at Build-a-Future complete a learner induction programme which explains and communicates to the new learner our expectations of them and gives full opportunity for them to express what they expect of us as instructors. During the induction it is discussed about desired and undesired behaviours. The behavioural code of conduct is then agreed between the Centre Manager and the new learner with both signing a contract as part of the new learners Individual Learning Plan.

This policy relates to DFEE Circular 10/98 Section 55A of the Education Act 1966: The use of force to control or restrain learners. Circular 10/98 should be read in conjunction with this policy.

Section 55A of the Education Act 1966 clarifies the power of staff that have lawful control or charge of the learners to use reasonable force to prevent learners from committing a crime; causing injury or damage; or causing disruption. It also makes clear that physical contact with learners may also be appropriate or necessary in other circumstances.

The law forbids staff to use any degree of physical contact that is deliberately intended to punish a learner, or which is primarily intended to cause pain or injury or humiliation. It is therefore the policy of the site that no staff should use corporal punishment in the management of learners. Physical interventions should be used as a last resort in response to behaviour which is difficult to manage.

Build-a-Futures approach includes working positively and creating an environment at the Centre where both learners and staff feel safe to express their feelings. It includes:

- Working with learners to promote desired behaviours
- Implement strategies to prevent and manage undesired/ violence and threatening behaviour
- Early identification of undesired and potentially harming behaviour
- Developing further strategies for promoting positive behaviours and using alternative methods of responding to violence and aggression
- Staff and learners alike are given the opportunity for 'time out' – to remove the potential for an undesired situation
- Establishing a support framework for the role of reconciliation and support for learners and the families/ carers of learners who exhibit difficult/ challenging behaviours
- Management support throughout Build-a-Future to assist staff and learners
- Implementing appropriate strategies through effective Individual Learning Plans and site support systems

Created: August 2018

Review date: August 2019

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All Build-a-Future staff work together to serve the best interests of learners.

This will include:

- Developing an environment that makes positive behaviours a daily recognisable practice with suitable and achievable rewards
- All learners are treated fairly and with respect
- Learners will be encouraged to work with staff in controlling their behaviours
- Staff will encourage an environment that is stimulating and interesting to learners and consider individual needs

If the severity of the incident requires that a level of physical intervention is the only appropriate measure, then the Headteacher or Vocational Lead must be called.

These incidents include:

- Where action is necessary in self-defence or because there is an imminent risk of injury
- A learner attacks a member of staff, another learner or is self-harming
- Learners are fighting
- Where there is an assessment that risk of injury or significant damage to property
- A learner is engaged in, or is on the verge of committing deliberate damage to property
- A learner is causing, or at risk of causing injury or damage by accident by rough play, out of control behaviour, or the misuse of objects

In all cases, every other eventuality must have been attempted. Physical intervention is an absolute last resort and staff must have completed an appropriate training course.

In all incidents staff, must:

- Ask for the support of another team member or member of management team
- Use non-confrontational de-escalation techniques to try and calm the situation
- If necessary, another staff member to remove all other group members within the immediate vicinity
- Inform the Headteacher
- If in a classroom or workshop staff to try and encourage learner to walk out with them.
- If the learner has a particular issue with their current staff member then a change of face should be used.

### Recording Incidents

Following an incident, it should be reported to the Headteacher and an incident report sheet must be completed by all staff involved.

All incidents are then investigated by the Headteacher, who will speak to all parties involved and conduct a follow up with all parties to ensure no repercussions take place and all involved are continually treated fairly and with respect.

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