



## Behaviour Response Policy

<b>Responsible Officer</b>	All Managers
<b>Author</b>	Steph Grant
<b>Date Effective From</b>	14 <sup>th</sup> November 2018
<b>Date Last Amended</b>	11 <sup>th</sup> May 2021
<b>Review Date</b>	11 <sup>th</sup> May 2023

## **Purpose**

The Indigo Childcare Group understands that in working with children and young people we play an important role in fostering positive and caring attitudes towards others. This policy outlines expectations in improving outcomes and supporting the wellbeing of all of our children and young people by offering the right help and support at the right time from the right people. It will also support service staff to support the child and their families to work in partnership with ourselves and any external services and agencies that can help them. The policy aims to support the wellbeing of all our children and young people within the service as we work in partnership with them, their families and any external services to continue to develop positive outcomes for all.

## **Responsibilities**

1. The organisation's visions, values and aims openly reflect the contributions of staff, families, children and young people.
2. The organisation is open, collaborative and responsive to the needs and individual needs of our children and young people.
3. The safety of our children and young people is crucial and children, young people and families will always be at the heart of every decision.
4. The Indigo Group will ensure that every child or young person has an individual care plan that is updated termly as a minimum (see Care Plan Procedure).
5. The Indigo Group promotes equality and respect throughout all services and is committed to ensuring an inclusive approach in relation to age, gender, race, additional support needs etc.

## **Roles**

The role of the Indigo Group in relation to responding to behaviour and protecting children's wellbeing is to ensure that:

1. The **role of the parent** is to:
  - a) Provide staff with appropriate information and updates regarding your child's health and wellbeing, for example, allergies, support from outside agencies, family circumstance.
  - b) Support the Indigo Group's commitment to ensuring children and young people's wellbeing.
  - c) To attend, where possible, any information/parent sessions that provide detailed information regarding your child's wellbeing.
  - d) Work collaboratively with staff and outside agencies to support your child's health and wellbeing.
  - e) To be open to exploring support given or suggested by the service or external agencies that may be of benefit to you and your family.
  
2. The **role of the child** is to:
  - a) Participate and engage in activities and experiences that support their understanding of behaviours.
  - b) Develop respect for themselves and others.
  - c) Develop an understanding of the meaning of positive relationships.
  
3. The **role of the practitioner** is to:
  - a. Create and display a positive ethos in which children and young people feel safe, relaxed and confident in sharing thoughts and feelings.
  - b. Engage and work with parents and carers to ensure the best outcomes for children and young people.
  - c. Plan, provide and deliver activities and experiences that will promote children and young people's awareness of their own and others' actions.
  - d. Be an active role model, interacting and supporting children and young people, promoting respect and kindness.
  - e. Engage the active support of parents and carers and other agencies.
  - f. Provide opportunities and resources for children to talk and discuss their concerns or worries.
  - g. Take account of research and successful practice in supporting the learning and development of children and young people, particularly in sensitive circumstances.
  - h. Support children and young people in assessing their own risk as part of their learning and development process by empowering them to make safe decisions.
  - i. To recognise the importance of positive transition periods between play rooms and services and works with parents, children, young people and staff to base each transition on the individual.
  - j. The Indigo Group recognises all achievements made by children and young people, including those made outwith the organisation and strives to celebrate all successes and achievements.

- k. Ensure that the expectations with regards to behaviour are applied consistently.
  - l. Praise positive behaviour.
  - m. Support individuals through periods of distressed and/ or challenging behaviour.
  - n. Always communicate to children, young people and parents in a professional manner and will not shout or raise their voice in a threatening way at any individual.
4. The **role of the manager** is to:
- a. Ensure that national guidance in relation to responding to behaviour is shared, implemented and followed.
  - b. Provide training and development opportunities for all staff.
  - c. Should anything compromise the child or young person's health, wellbeing or safety, the manager should take the appropriate action that meets the needs of the child or young person and their best interests.
  - d. Where additional support is required the manager will contact the appropriate agencies to ensure the correct support and advice is provided and regular communication is maintained.
  - e. Respond sensitively and appropriately if a critical incident takes place within the service.
  - f. Support parents and staff when recurring situations arise to establish an understanding of the cause and work together to achieve the best outcome.

### **Behaviour Response Strategies**

1. Where there are any concerns of behaviour, it will always be made clear to the child, young person or group that it is the behaviour and not the child/ young person that is unwelcome.
2. We will always use praise and recognition with children and young people if appropriate, particularly to recognise improvements or achievements.
3. Strategies to support children and young people may include periods of 'time out', positive support plans, reward charts, etc.
4. Following any behaviour concerns, children and young people will be given a period of one to one discussion time with an adult if it is felt this is required.
5. All concerns will be responded to with the best interests of the child or young person in mind and will respect the child/ young person's age and development stage, understanding and maturity level.
6. All strategies and information will be recorded in the child's personal Care Plan to ensure that all staff are aware of how best to support each child or young person.
7. In cases of serious behaviour, where there is a risk to the child/ young person or to others, we may contact the parent/ carer to collect their child. This will only be used as a last resort where there are serious safety concerns and will only be a short-term measure.
8. In relation to the Nurture Principles, we understand that all behaviour is communication and we will work closely with the child, young person, family or agencies to identify support needs and respond appropriately.

9. All services have allocated time to discuss behaviour concerns and meeting individual needs using an inclusive approach. Information will only be shared with those supporting that child and confidentiality will be respected.
10. Building relationships with children, young people and families from the enrolment stage allows staff to identify any signs or triggers that could result in certain behaviours. Staff will do everything they can to use this information along with prevention and distraction strategies to ensure they are always aiming to avoid situations escalating. All identified signs, triggers and previous outcomes will be recorded in children/ young people's personal Care Plans.

**Additional Reading**

Care Plan Procedure

Children & Young People Wellbeing Policy

**Appendix 1**

The Indigo Childcare Group - ABC Chart

Child's Initials:

Child's D.O.B:

Staff Member:

<b>Date/Time</b>	<b>Setting</b>	<b>Antecedent</b>	<b>Behaviour</b>	<b>Consequence</b>	<b>Effect</b>
<i>When</i> did the behaviour occur?	<i>Where</i> did the behaviour occur?	What happened immediately <i>prior</i> - what triggered the behaviour?	Describe the <i>behaviour</i>	What did you do or what happened <i>after</i> the behaviour occurred?	What <i>effect</i> did the consequence have on the frequency, duration, and/or intensity of the behaviour?

**Appendix 2**

**Indigo Star Chart**

<b>Observer</b>	<b>Date/Time</b>	<b>Setting</b>	<b>Trigger</b>	<b>Action</b>	<b>Response</b>



<b>Version</b>	<b>Date</b>	<b>Author</b>	<b>Replaces</b>	<b>Comment</b>
1	November 18	Steph Grant	N/A	1 <sup>st</sup> Draft
2	January 19	Steph Grant	1 <sup>st</sup> Draft	2 <sup>nd</sup> Draft
3	Nov 19	Ashley	2 <sup>nd</sup> Draft	3 <sup>rd</sup> Draft
4	May 2021	Steph Grant	V3	No changes