



BEHAVIOUR POLICY & PROCEDURES

Principles:

This policy has a clear focus and should be read in conjunction with the **Physical Intervention Policy PP25** which details that physical intervention is used as a last resort.

- a. Because of the complex needs of the young people with whom the Let's Play Project work, a standard behaviour policy is inappropriate. Instead we set guidelines and agreed boundaries (ground rules) at sessions we run.
- b. The young people/vulnerable adults themselves are invited to share their ideas for ground rules and we expect all Play Workers and volunteers to work in a positive, respectful way.
- c. Training on behaviour management forms part of the Let's Play Project summer training programme.
- d. Agreed procedures for individual young people/vulnerable adults are fairly, and consistently, applied.
- e. Young people/vulnerable adults are encouraged to make positive choices about their conduct.
- f. Parents are encouraged to support the Let's Play Project approach to behaviour management and also share any behaviour plans in place to ensure consistency
- g. Praising good behaviour is a hallmark of the Let's Play Project approach.

1. Policy:

1.1 For those young people / vulnerable adults who can verbalise and do understand more formal systems of rules/expectations the following conditions apply:

- a. Everyone is expected to be kind to each other and take care of each other and any equipment.
- b. Everyone should listen to and respect each other.

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1.2 All staff and volunteers will follow the following principles:

- a. The enhancement of self-esteem and positive role-modelling is incorporated into all activities.
- b. Young people's / vulnerable adult's feelings are acknowledged, and constructive support is given to help resolve difficulties.
- c. Under no circumstances should a young person/vulnerable adult be physically punished or made to feel that it is anything other than his or her behaviour that is unacceptable.
(All young people have their own profile which details any appropriate behaviour management and Playworkers are expected to familiarise themselves with this before working with the young person.)
- d. Adults should avoid discussing behaviour with another person with the young person/vulnerable adult present, unless a resolution is being sought between them.
- e. Adults will make themselves aware of, and respect, a range of cultural expectations regarding interactions between people.

2. Procedures:

2.1 Incident recording:

- a. In the event of an incident where intervention has been necessary written records will be kept. Any physical intervention is fed back to families when they come to pick up their young person/vulnerable adult. If this becomes a consistent issue, then the core team evaluate strategies that could be implemented to support the individual. In severe cases parents will be called in to discuss the possible removal from a session until things improve.
- b. Use and storage of any records will be in accordance with the requirements of the General Data Protection Regulation (GDPR) and will be strictly confidential.

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