



Behaviour Management Policy



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EXPLORE

INSPIRE

RESET

DEVELOP

1. Introduction

South Brockwells Farm (SBF) is committed to a nurturing and therapeutic approach towards behaviour management.

- This policy should go hand in hand with SBF's Farm Risk Assessment, that states that the behaviour management of any child(ren) is to be dealt with by the child(ren)'s parent or group leader.
- The staff aim to establish a consistent and positive approach permeating all activities for all age groups based on mutual respect and consideration for each other, staff, parents, carers, children and young people alike.

2. Purpose

Our shared aims and vision place strong emphasis on South Brockwells Farm being a place for children and young people to explore, be inspired, reset and develop as individuals and in doing so, we encourage qualities such as respect, responsibility, self-discipline, co-operation and consideration.

This policy is therefore based upon the following rationale:-

- a nurturing, inclusive and therapeutic approach, established by all members of staff.
- clear procedures that are fairly and consistently applied and appropriate to the age and environment.
- the encouragement of children and young people to make positive choices about their conduct, using various methods of communication.
- information provided by parents/carers and schools relating to a child or young person's behaviour is followed at all times.
- we reward good behaviour and celebrate achievements.

3. Aims

This policy aims to protect children and young people by endorsing and reinforcing good behaviour. We also aim to present a model of good behaviours.

All staff to follow the principals below:-

- all staff have a responsibility to ensure that the Behaviour Management Policy is adhered to.

- good behaviour is constantly kept as a high-profile issue by ‘catching’ children and young people doing the right thing.
- the enhancement of self-esteem and positive role modelling is kept at the heart of our approach and incorporated in all activities involving staff, parents, carers, children and young people.
- children and young people’s feelings and emotions are acknowledged, and constructive help and support is given to resolve difficulties.
- under no circumstances may a child/young person be shaken and/or physically punished.
- all staff must ensure that the environment and activities are as safe as possible to avoid
- personal injury and the need for intervention.
- if it is deemed necessary to withdraw a child or young person from a particular activity, the Director of Education and Events should be informed who will communicate with parents/carers/schools as required. A restorative conversation should take place before the next session to avoid a repeat incident.
- staff should avoid discussing a child or young person’s behaviour with another person with the child or young person present.
- recurring problems will be tackled by the Director of Education and Events and SBF will communicate regularly with schools/parents/carers on progress.
- Boxall profiles may be completed to help identify students’ gaps in learning and development which will support staff in managing some kinds of behaviour that may arise.
- Staff will be aware that some kinds of behaviour may arise from a child or young person’s additional needs and the Director of Education and Events will lead training with all staff on reading documentation and planning for a child’s additional needs.
- staff will not shout, or raise their voices in a threatening way.
- in any case of unacceptable behaviour, it will always be made clear to the child or young person in question that it is the behaviour that is not welcome and schools/parents/carers will be made aware of the poor behaviour.
- staff will make themselves aware of, and respect, a range of cultural expectations regarding interactions between people.

4. Expectations

We believe that we promote good behaviour by creating a happy and caring farm environment where everyone feels valued, respected, secure and free from all forms of anti-social behaviour.

We realise that young peoples’ behaviour improves and they feel safer and happier at South Brockwells Farm if farm staff consistently apply this policy and maintain regular farming routines.

We encourage young people to achieve in a farming environment where self-discipline is promoted and good behaviour is the norm. Any form of low-level misbehaviour during the day is not accepted as we believe young people will achieve their full potential in a happy, stimulating and ordered farm environment.

Young people:

- take care of their own and others property and equipment.
- listen to and respect each other by various methods of communication.
- talk to others without shouting and will use language which is neither abusive nor offensive;
- listen carefully to all instructions given by Activity Leaders, Farm Staff and support staff
- ask for further help if they do not understand;
- treat others, their work and the farms equipment with respect;
- support the farm to ensure the smooth running of the farm;
- obey all health and safety regulations in all areas of the farm;

- have a positive attitude to their day;
- are committed to the tasks in hand;
- know how to participate;
- are resilient to setbacks;
- take pride in their works and achievements;
- attendance and punctuality is good.

Staff:

- comply with all aspects of this policy;
- maintain consistency in applying this policy throughout the farm;
- welcome young people onto the farm;
- have in place clear farming routines;
- maintain consistency in applying these routines;
- encourage good behaviour and respect for others;
- praise good behaviour and good work;
- ensure all work is differentiated;
- apply all rewards and sanctions fairly and consistently;
- promote self-discipline amongst young people;
- deal appropriately with any unacceptable behaviour;
- stay calm when dealing with unacceptable behaviour;
- apply any behavioural plans of individual pupils;
- ensure all staff are aware of these plans;
- be aware of and understand the additional needs of young people in their care;
- take individual children when a situation arises to a 'calm space' to talk about their concerns or worries or just to calm them down if something has upset or angered them;
- discuss young peoples behaviour and discipline regularly at staff meetings;
- provide well planned, interesting and demanding experiences which will contribute to maintaining good discipline;
- attend periodic training on behaviour management;
- maintain high standards of ethics and behaviour within and outside farm and not to undermine fundamental British values;
- work in partnership parents/carers/school/organisations keeping them up to date with class/young persons progress and behaviour at South Brockwells Farm;
- ensure the health and safety of the young people in their care;
- identify problems that may arise and to offer solutions to the problem;
- report and deal with all incidents of discrimination;
- report any concerns they have on any aspect of the farm community

All:

- The use of mobile phones is to be agreed between parent/carer & Director of Education during the induction session. Where there is need for a student to bring their phone (for example: long travel times), the phone should be away unless agreed with activities leader. Under no circumstance should it be used to take photos of staff or other students.
- If/When travelling around the farm in the Mule, all passengers must wear their seatbelts as routine.
- South Brockwells Farm operates a strict no smoking policy which includes the use of vapes anywhere on the farm.
- The relationships between young people and farm staff reflects a positive and respectful culture;
- farm staff and young people have created a farming environment where all forms of bullying are not tolerated;
- farm staff deal with incidents of bullying quickly and effectively and they work hard to prevent bullying from spreading.

We have decided that the following items are prohibited in this farm namely knives or weapons, alcohol, illegal drugs, stolen items, tobacco and cigarette papers, fireworks, pornographic images, any item that could be used to commit an offence or personal injury or damage to property. Any young person found in possession of them will have them taken away, parents/carers/school/social worker/LA contacted. In the case of weapons being found the police involved.

5. Policy status and review

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