



Central YMCA Behaviour Management Policy

Promoting Positive Behaviour

Central YMCA believes that clear boundaries are necessary in all areas of its work to ensure the safety and well-being of individuals in their care. Staff will not use any physical punishment or practices that may humiliate or frighten children and young people. Furthermore the following points are intended as aims for all staff:

- Praise and encourage all positive aspects of the individuals behaviour e.g. politeness, consideration, sharing and turn talking
- Reward positive behaviour with time and attention
- Aim to act as positive role models
- Ensure each individual is cared for in a safe and secure environment
- Consider the impact of your behaviour on individuals confidence and self esteem
- In structured activities, ensure activities are at the right level for the individual and wherever possible give them opportunities to make their own choices
- Give clear boundaries and consistently apply these
- Encourage all individuals to adhere to these boundaries in a calm and respectful manner
- Discuss issues and make time to reflect as a team. Procedures for dealing with unacceptable behaviour will be agreed with the team, taking into account the individuals age, level of understanding and individual needs

Unacceptable Behaviour

- Provide an explanation when dealing with incidents of unacceptable behaviour, this helps individuals to make sense of what is happening
- Always focus on the unwanted behaviour, rather than the individual
- Age appropriateness should be considered when addressing behaviour - use discussion with older individuals, encourage individuals to settle their differences or situations through words rather than actions. With younger

children distraction can be a better strategy than confrontation which can become stressful

- Encourage individuals to develop ways of dealing with their feelings
- Individuals may be removed from their current activity when continuously behaving outside of the established boundaries. This strategy is known as 'time out' and gives opportunity to think about the behaviour and/or cool down (It should be made clear to the individual and other staff members how long the 'timeout' is for).
- Any individual, who is exhibiting difficult behaviour on a regular basis, will be observed by staff. The staff team will try to understand the reasons for the behaviour or situations that may trigger it
- The staff team will then discuss a plan of action in consultation with the parents, manager and if necessary a professional body
- The plan will be regularly reviewed and monitored by staff
- Severe incidences of inappropriate behaviour will be recorded in an incident book e.g. biting, pinching, hitting etc and the parent/carer informed
- Central YMCA reserves the right to exclude anyone from its care on the grounds of unacceptable behaviour, although this is always a last resort