

## Behaviour Policy



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**Edfords Care Farm Community Interest Company**

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The aim of the Behaviour Policy is to determine the boundaries of acceptable and unacceptable behaviour and to outline the strategies used by Edfords Care Farm to promote positive behaviour.

Edfords Care Farm believes that each member can be supported to meet their full potential. We provide an individualised approach for each member to help us to understand their needs and to tailor a programme to suit them, which in turn supports positive behaviour.

Our Behaviour Policy provides: -

- A framework for supporting the behaviour of all members at Edfords Care Farm.
- It supports the health, safety and welfare of students, staff and visitors.
- It underpins the ethos and values of Edfords Care Farm.

All Edfords Care Farm Staff have a responsibility to understand this policy and to make a commitment to fulfilling our ethos and values as an integral part of their duties at Edfords Care Farm.

The following principles underpin our ethos for supporting positive student behaviour:

- Focus on the needs of the individual
- Encourage high expectations
- Identify underlying causes
- Rewarding achievement
- Work in partnership (with members, schools, parents/carers and agencies)

### **Pro-active Approach**

Edfords Care Farm use the following pro-active approaches to support positive behaviour:

- Development of members programme in partnership with member, school and parents/carers (where appropriate).
- Detailed induction programme which promotes clear expectations and behaviour boundaries.
- The provision of an effective learning environment in which everyone feels safe, valued and able to learn.
- Encouraging good behaviour and respect for others and preventing all forms of bullying.
- Maintain relevant staffing levels that do not leave individuals in a vulnerable position.
- Ensure our staff model the behaviour that we expect in our members.
- Develop and maintain staff competence and expertise which corresponds to the needs of the students.
- Avoid situations which are known triggers for disruptive episodes and create opportunities to engage in meaningful activities which include opportunities for choice and a sense of achievement.
- Consistently applied behaviour responses are used by all staff across Edfords Care Farm.
- Behaviour mapping of each members behaviour against their targets, accessed by members, staff and school/parents/carers, with regular one-to-one follow ups.
- Daily monitoring of member behaviour shared with any working partners (i.e school/parents/carers)

The following rewards are available for staff to use

- Verbal praise

- Written praise in workbooks
- Outstanding Behaviour Reports sent to the commissioning party and for them to share with parent/guardian.
- Termly reports sent to commissioning parties.
- Positive phone calls with school/parents/carers.
- Where applicable support of working partner/school reward systems.

The following sanctions/de-escalation strategies are available for staff to use.

- Verbal understanding
- Group discussion
- Tactical ignore
- Additional support
- Time out within group (consider if this will escalate the problem)
- Time out from main group with supervision (consider if this will escalate the problem)
- Phone call home to parents/carers.

Exclusion is rare at Edfords Care Farm and is only ever for students who don't want to spend their time at Edfords or repeatedly impact negatively on the rest of their group with their behaviour.

Students placed at Edfords should be given time to adapt to the environment and be given the opportunity to work within their peer group, if the staff believe the student is not engaging within the sessions over a prolonged period we will feed this back to the parents/carers/commissioning party.

A student on placement at Edfords Care Farm is only ever excluded with the knowledge of any working partners or school, who then follow their own exclusion policy and procedures.

### **Absconding**

In the event of a serious incident the police will be called. The decision to call the police is made by the Education Group Lead. Serious incidents include walking off site; if a student chooses to leave the farm our staff will contact the emergency contact named and notify the police.

The staff member in charge will direct a member of the team to contact the police on their behalf if they are involved in containing the situation.

### **Record Keeping**

A record of all negative behaviour incidents will be recorded and shared with parents/carers/commissioning parties and kept on file.

All safeguarding and bullying incidents are reported and recorded following the relevant Edfords Care Farm procedures.

All records are kept in accordance with GDPR and safeguarding procedures.