



ANDERIDA ADOLESCENT CARE

BEHAVIOUR MANAGEMENT POLICY

To include- SANCTIONS, CONSEQUENCES, SAFETY MEASURES and REWARDS PROCEDURE

Quality Standards 2015

'The general principles for behaviour management in children's homes should include: treating each child with understanding, dignity, kindness and respect; building, protecting and preserving positive relationships between each child and the adults caring for them; understanding each child's behaviour to allow their needs, aspirations, experiences and strengths to be recognised and their quality of life to be enhanced; involving children and relevant others wherever practical in behaviour management; supporting each child to balance safety from injury (harm) with making appropriate choices; making sure the child's rights are upheld.'

Any sanctions used to address poor behaviour should be restorative in nature, to help children recognise the impact of their behaviour on themselves, other children, the staff caring for them and the wider community. In some cases, it will be important for children to make reparation in some form to anyone hurt by their behaviour and the staff in the home should be skilled to support the child to understand this and carry it out. Equally, staff should understand the system for rewarding and celebrating positive behaviour and recognising where children have managed situations well.'

Anderida Adolescent Care promotes and encourages pro social behaviour drawing on multiple methods and approaches. Either before or shortly after the young people arrive at Anderida, they are required to sign a contract which sets out the expectations of their behaviour. All young people will have an individual risk-assessment on their file, which will highlight risks and give strategies to minimise these, manage behaviour and de-escalate challenging situations. Rewards are used to reinforce positive messages for young peoples' achievements.

Anderida will use the following interventions to promote pro-social behaviour:

- Therapeutic strategies (to include Non-Violent Resistance and Cognitive Behaviour Therapy)
- Restorative justice
- Reparation
- Sanctions
- Loss of privileges
- Reward schemes
- Positive reinforcement
- Monthly CHAT reviews

- Key hours
- Disruption meetings
- Police intervention and youth justice systems

Anderida will use child-focused cognitive behavioural therapy and clinical group supervision to explore the underlying issues behind challenging behaviour and identify strategies to support young people to develop improved coping skills and a better quality of life. Non-violent resistance methods and principles will be utilised in resisting harmful behaviour and improving relationships.

Staff are all trained in methods to de-escalate challenging behaviour. Methods focus on prioritising behaviour that can't be ignored, walking away, disengaging, distraction and awareness of staff members own emotional regulation to ensure they do not get heightened or into power struggles with young people. Best approaches to individual young people will be outlined in their risk assessment and support plan.

Occasionally, a situation may arise with a young person where we must physically intervene (see positive holding policy) to preserve the young person's (and others) safety. This is always done in a sensitive and professional manner, in accordance with legislation, policies and procedures, risk assessments and the young person's positive holding plan. All staff members are regularly trained in P.R.I.C.E, Taking Care and Taking Control and no staff member is permitted to take part in a physical intervention unless they have undertaken the relevant training. All physical interventions are recorded, and the young person is given an opportunity to debrief.

Anderida practises zero tolerance around assaults as domestic violence should not be accepted in any family home. Anderida will always act in these instances as it is important that young people understand that criminal behaviour and domestic violence will not be tolerated in society, inclusive of the care home and that carers rights are upheld to live/work in a safe environment without fear of violence. Violence and physical assaults may lead to a Community Resolution Order or full prosecution.

- An assault is a physical attack initiated by the young person.
- We do try and give a warning first for light pushes etc. but once a warning has been given any physical interaction is assault. A strike is always assault.
- When we hold a young person, who is trying to **harm themselves or attempting to cause criminal damage** we must anticipate they may struggle or react violently as they are already in a heightened state and we are laying hands on them. In these cases, if, within the restraint, we are struck, kicked or pushed this **would not necessarily be considered an assault**.
- When we restrain a young person who is trying to **harm another individual**, whilst we must anticipate they may struggle or react violently as they are already in a heightened state, any further assaults within the restraint would be considered a violent act as when we trying to prevent further injury this does not

give young people the right to assault us without consequences. In these cases, if, within the restraint, we are struck, kicked or pushed this **would count as an assault**.

Following an assault, it is important that the consistency and care that the young person was receiving remains the same and that all efforts are made to ensure that the staff member who was subject to the assault can continue working with that young person.

The situation and alleged assault should be passed onto the Registered Manager at the earliest convenience. The only exception to this is when you have a reason to believe there will be repeat occurrence of an assault, someone is seriously injured, and the team are not able to use physical intervention drawing on their PRICE training to prevent further violence or damage. In these circumstances, you should use the police direct emergency number for support. In more general circumstances where there is not a continued immediate risk you will consult with the manager, who will decide in consultation with you, directors and the team about what action to take. If there is a decision to involve the police, then the homes manager or allocated staff will contact the PCSO/police point of contact to discuss the best way to take the situation forward.

We employ restorative and NVR approaches at the earliest possible opportunity not only to enable the young person to understand the consequences of their actions on the victim but also to restore the community.

Community Resolution Orders/Violence towards staff

In some criminal cases a Community Resolution Order may be suggested by one of the parties involved (police, solicitor, young person, or Anderida Adolescent Care). **This cannot be suggested by staff, or agreed to, without first consulting the manager of the home.** All Community Resolution Orders (CRO) would ideally take place at a police station or custody suite so that the young person can receive free and independent legal advice and understand the seriousness of the situation. However, this is not part of the police policy which is to try and bring around a resolution without arresting the young person and taking them to the police station.

On this basis, it is often better to accept the community resolution if the young person is admitting responsibility and offering an apology and a desire to repair the harm rather than further criminalise a young person. At this time Anderida care staff, in consultation with the homes Manager, can agree if the young person is willing to go ahead with a CRO to act as appropriate adult and participate in the forming of a CRO contract without a solicitor being present, providing they were not involved in the incident. Before any agreement can be made re CRO the team must first check this has been agreed by the Local Authority social worker. Signed consent can be found in the admissions form or the young person's terms of residency.

ANDERIDA ADOLESCENT CARE

SANCTIONS, CONSEQUENCES, SAFETY MEASURES and REWARDS PROCEDURE

Anderida Adolescent Care promotes and encourages positive behaviour. Rewards are used to reinforce positive messages for young people's achievements. Any rewards given must be clearly recorded in the consequence log and on a digital consequence form.

In order to create a safe environment for everyone living in the house, young people are expected to respect each other's needs. Either before, or shortly after the young people arrive at Anderida, they are required to sign a contract which sets out the expectations of their behaviour.

Anderida will always promote a restorative response to harmful behaviour and will attempt to engage young people in restorative conferences alongside any other appropriate consequences. The question '**what do you think needs to happen to put things right?**' should always be asked in advance of applying a sanction/consequence or removing a privilege. Wherever possible a mutually agreed reconciliation gesture of reparation should be applied.

Outside of this, sometimes it may be necessary to suspend, vary or remove a young person's normal privileges for unacceptable or unsafe behavior, deliberate damage and loss of Anderida's or another young person's property. This will be considered a sanction, consequence or safety measure and will be recorded in a bound book alongside a separate consequences form for the young person's file (see recording guidelines). When considering an appropriate course of action, staff will review previous incidents of a similar nature attempting to gain an understanding of consequences that have, or have not had, some positive effect in the past. All actions recorded in the bound book and form must have a review of effectiveness and must have the young person's view recorded. Consequences forms should be saved on the young person's digital file and a copy printed signed and given to the young person. The above recording process also applies to positive action taken by staff to reward and recognize young people's effort and achievements.

Illegal sanctions and unacceptable responses to inappropriate behaviour include unnecessary restraint and punitive measures.

Acceptable consequences must comply with the following:

- Relevant to the incident or the behaviour
- Financial sanctions, not to be fines but for repairs or costs incurred.
- Financial sanctions not to be more than 60% of the young person's pocket money unless it is court enforced fine, in which case 100% can be taken.

- Wherever possible reparations to be considered as suitable alternative to financial sanctions.
- Young people to be consulted around suitable consequences for their behaviour.

Acceptable sanctions, reparations and consequences may include:

Safety Measures

- Restrictions on transport use (not to include transport for the purposes of education and compulsory meetings).
- Supervision of monies
- Reduced or supervised contact with significant others if this has led to harmful situations (in consultation with the Local Authority)
- Not awarding points from the A-points award scheme.
- Loss of time out the home without being accompanied by a mentor (although we would not attempt to physically prevent them leaving the home, staff would remind them of their sanction and not facilitate transport or assistance in seeing friends/going out)
- Tailing the young person (following them with a view to gaining information and meeting their network)
- Locking internal doors to communal areas
- Window locks
- Internal and external alarms

Non-Violent Resistance Therapeutic Measures

- House occupation (community intervention)
- A formal announcement
- Sit ins
- Campaign of concern
- Helpers meetings
- Reconciliation gestures

Reparation

- Mending broken articles.
- An activity to benefit the community or the home e.g. helping with cleaning maintenance of homes or gardens, helping in the community
- A gesture suggested by or agreed with the child to repair the harm

- Undertaking chores agreed with the young person to compensate.

Sanctions

- Paying a realistic amount/percentage of costs incurred from pocket money
- Loss of points
- Loss of activity allowance
- Loss of Wi-Fi privilege
- Loss of TV/digital media devices privilege in bedrooms (time controlled)
- Loss of paid activities
- Not awarding points from the A-points award scheme.

Rewards

- A general treat that falls outside of normal privileges
- A meal or ice cream out
- Additionally, A-points awarded to those earned through the day
- An A-point Awesome
- A spontaneous activity
- An occasional extension on bedtime

Restorative Approach

- Restorative letter written by the harmed or harmer
- Informal restorative chat using the five questions
- Full restorative conference

This list is not exhaustive and additional more creative approaches to promoting pro-social behavior and achievements should always be considered.

One of the above approaches should be considered and recorded in the book and on the consequence form following every significant event (to include positive efforts or achievements of the young person) or incident.

In more extreme circumstances where criminal behaviour is involved this may be passed on to the police. If a young person is being prosecuted for their behaviour there will be no additional in house financial enforced but young people may choose to take part in reparation or pay for repairs to demonstrate they are sorry and to restore the environment. Sanctions and the consequences may also be enforced by the court.

This policy is supported by; NVR Therapeutic Procedure, Restorative Procedure, Positive Holding Policy