



PONY PARTNERSHIPS



BEHAVIOUR POLICY

Name of Organisation: Pony Partnerships CIC.

Venue/address for which policy applies:

All venues Date of last review: 1st September 2023

Date of next review: 31st August 2024

Name of author: Danielle Mills

This policy relates to the following documents and policies:

- Health and safety
- Equal opportunities
- Search and Confiscate

INTRODUCTION

Our behaviour policy supports our vision and values. Pony Partnerships:

- Inspires and supports young people
- Cares and values young people
- Provides opportunities for all
- Puts the emotional health and well-being of young people first
- Expects young people to work hard and to their full potential
- Never gives up on a young person

Our primary focus is on developing and building on positive relationships which create an environment that allows clients to engage fully in the therapeutic process. In order to ensure success for all we have in place a range of interventions to support clients. We aim to promote positive behaviour and deter unhelpful and harmful behaviour including all forms of bullying. We communicate on an on-going basis with staff, clients, learners, parents, and other stakeholders with regard to our behaviour policy and procedures and when formally reviewing this policy which is then published on our website.

BEING CONSISTENT

Behaviour and Learning is everyone's responsibility. We will be more successful in maintaining positive and respectful behaviour if we are consistent in our approach and if we work as a team.

All adults will:

- model and reinforce positive behaviours
- have high expectations of behaviour
- challenge inappropriate/negative behaviour
- actively seek to praise clients appropriately
- calmly apply and follow up consequences

Clients will be given unconditional positive acceptance, - making clear to them that it is their behaviour that is unacceptable, not them as a person.

Racism, sexism, and discrimination and bullying of any kind, towards people or animals, will not be tolerated.

All clients will be fully involved in reviewing rules and working towards managing their own behaviour. Clients and client groups will take part in an activity at the start of each programme to design their own ground rules to keep to throughout the therapy. The therapist may suggest appropriate ground rules they feel may have been left out.

Incidences of unacceptable behaviour will be recorded, and issues dealt with in line with Pony Partnerships policies and procedures. Pony Partnerships continues to develop protocols to provide guidance and support staff to staff in dealing with a range of situations/circumstances. For example – dealing with drug related incidents; bullying; violent behaviour being exhibited. These will be regularly reviewed and updated.

Guidelines for implementation:

Code of Conduct

- A Code of Conduct will be agreed and applied consistently across Pony Partnerships. This will be reviewed regularly.
- Staff will cover the Code of Conduct/agreed Ground Rules at the start of each session to ensure that all clients understand.
- The Code of Conduct/agreed Ground Rules will be prominently displayed throughout the sessions and will be referred to regularly.
- Parents will be informed of the Code of Conduct, reminded regularly, and offered guidance about how they can support their child in meeting agreed expectations.
- All visitors will be made aware of the Code of Conduct/agreed Ground Rules.

Consequences

- All consequences should have a learning focus, build relationships, and encourage clients to take responsibility
- Restorative approaches are encouraged and supported
- Consequences do not have to be heavy to be effective but must always be followed through as agreed and dealt with consistently.
- Exclusion from therapy/groups should only be used as a last resort and should be for as short a time as possible. The decision to exclude can only be made by the Manager and Lead Therapist.
- Once a consequence has been agreed and implemented, clients will be helped to experience a fresh start. The criticism of a client's unacceptable behaviour will be given privately and not in front of others.
- All staff will follow the agreed procedures to log incidents and inform parents/referrers. This data will be monitored regularly.
- In the event of a very serious incident staff will contact the Manager/Directors immediately. All such incidents will be thoroughly investigated, and written accounts will be recorded by all parties involved independently.

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Occasionally as a consequence of significant or repeated behavioural incidents a review of their programme will be required. This will be in consultation with parents and will be a short- or medium- term response which will be regularly reviewed. All staff involved with the young person will be fully informed of any outcome so that a consistent approach can be maintained. Pony Partnerships prides itself on never giving up on a young person – but sometimes we have to find a different way to work with them in order to help them to be successful.

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