

# **Swale Youth: Challenging Behaviour Policy**

## **1. POLICY STATEMENT**

This document provides a framework for the creation of a happy, safe, secure and orderly environment in which children, young people and adults can learn and develop as caring and responsible people. It aims to underpin and reflect the values of the *Youth Contract Consortia*.

### **1.1 INTRODUCTION**

The *Youth Contract Consortia* believe every participant has something to offer. We believe that all participants have the right to feel secure and to be able to work and develop their potential. We believe every participant deserves the opportunity to achieve. Our clubs and activities are designed to reflect and support these beliefs.

The establishment of a positive and caring environment is an essential prerequisite for living learning and achieving. It depends upon trusting relationships, appropriate role modelling and a process of co-operative teamwork between the participants, staff and parent/carers and wider community.

### **1.2 TERMS AND DEFINITIONS**

Weapon - A weapon may be defined as "any other object if used or attempted or intended to be used to cause bodily harm, including, but not limited to, knives, brass knuckles, clubs, or a "look alike" of any weapon as defined above. Such items as baseball bats, pipes, bottles, coins, sticks, pencils, and pens may be considered weapons if used or attempted to be used to cause bodily harm".

Firearm - A firearm may be defined as any lethal barrelled weapon that can (or can be converted to) fire a shot, bullet or missile.

### **1.3 SUMMARY OF PRINCIPLES**

#### **1.3.1 The Vision of the *Youth Contract Consortia*.**

- To offer opportunities for social interaction, enjoyment and learning.
- To bring together young people and adults in an emotionally positive environment helping them to feel accepted and cared for.
- To create a safe place where they can have fun and learn new skills and explore new ideas.
- To offer experiences that will build life skills.
- To provide opportunities to engage with and feel a valued part of the local community.

#### **1.3.2 The Values of the *Youth Contract Consortia***

- That all young people deserve opportunities.
- That all those working with young people look for the positive in them and what they can contribute.
- That all those working with young people provide clear, appropriate boundaries that help young people to make wise and informed decisions.
- That the relationships built are based on respect and promote being safe, healthy both physically and their wellbeing, that they experience positive learning, building confidence and can progress towards making a positive contribution to the community.

### **1.4 RELEVANT ACTS SUPPORTING THE POLICY**

TBC

## **2. POLICY**

The *Youth Contract Consortia*'s aim is to instil the vision and values into all participants when they join by making our expectations clear and periodically reinforcing this understanding.

The *Youth Contract Consortia*'s goal is to instil the vision and values into all members of staff and volunteers working for, or on behalf of, the *Youth Contract Consortia* by fostering, believing in and adhering to a positive attitude, inspiring others and seeking to deliver to a high standard having pride in all the activities they do.

## 2.1 Code of conduct:

The following code of conduct sets out the good behaviour that is expected of everyone, whether members of staff, volunteers working for, or on behalf of, the **Youth Contract Consortia** or participants, while involved in the activities of the **Youth Contract Consortia**. Violations of this code of conduct, especially persistent, will be seen as challenging behaviour and will be dealt with as set out below.

- Arrive on time, dressed appropriately and ready to take part.
- Mobile phones to be switched off and kept in bags until end of session or otherwise agreed in specific situations.
- Listen to the activity lead, demonstrate respect to them and others by one person speaking at a time, listening to each person's point of view and not being unkind to their responses.
- Treat all children and adults as individuals and respecting their rights, values and beliefs.
- When unsure, about something, always ask.
- If someone of something is upsetting, tell a member of staff, a volunteer working for the **Youth Contract Consortia** or ask another participant to do so on your behalf.
- If you feel unwell or if you feel angry tell a member of staff, a volunteer working for the **Youth Contract Consortia** or ask another participant to do so on your behalf so that they can help you.
- At the end of the activity always pack away the items that have been used, leave the area clean and tidy ready for when someone else next uses it.
- Enabling all participants to achieve their best and become caring and responsible members of society.
- Encouraging, praising and positively reinforcing good relationships and behaviours.
- No bullying. It is explained to participants that while different people may hold different views about what is 'right' and 'wrong', all people living in England are subject to its law. The **Youth Contract Consortia**'s ethos and work mode supports the rule of English Civil and criminal law. Participants are made aware of the difference between the law of the land and religious law. There is no place for extremist views of any kind at the academy.
- Members of staff and volunteers working for the **Youth Contract Consortia** are expected to promote a safe working environment, free from violence, threats and intimidation.
- Members of staff and volunteers working for the **Youth Contract Consortia** are obliged to oppose and deter any kind of illegal activity.
- Members of staff and volunteers working for the **Youth Contract Consortia** are expected to encourage the caring for and taking pride in, the physical environment.
- The **Youth Contract Consortia** has a legal right to confiscate inappropriate items from pupils such as mobile phones, music players, offensive weapons etc.

## 2.2 CHALLENGING BEHAVIOUR

The **Youth Contract Consortia** has a clearly structured disciplinary system which indicates the steps that will be taken in response to those who break the code of conduct. The following indicate, but are not limited to, a range of challenging behaviours that will result in some form of disciplinary action.

- Disobeying directives from members of staff and volunteers working for, or on behalf of, the **Youth Contract Consortia**, governing student conduct and expectations.
- Using violence, force, noise, coercion, threats, intimidation, fear, or other comparable conduct toward anyone or urging other participants to engage in such conduct.
- Causing or attempting to cause damage to, or stealing or attempting to steal, the **Youth Contract Consortia**'s property or another person's personal property.
- Engaging in any activity that constitutes an interference with the **Youth Contract Consortia**'s purposes in any disruptive activity.
- Using, possessing, distributing, purchasing, or supplying illegal substances.
- Using, possessing, distributing, purchasing, or supplying alcoholic beverages. Participants who are under the influence are not permitted to attend the **Youth Contract Consortia**'s activities and are treated as though they had alcohol in their possession.
- Using, possessing, distributing, purchasing, supplying illegal drugs or controlled substances, look-alike drugs and drug paraphernalia. Participants who are under the influence of illegal drugs are not permitted to attend the **Youth Contract Consortia**'s activities and are treated as though they had drugs in their possessions. Participants will be excluded from activities and referred to a drugs referral programme

and, in most circumstances, will result in a permanent exclusion.

- Using, possessing, controlling, or transferring a weapon.
- Persistent Absenteeism.

### 2.3 BANNED ITEMS

Any of the listed items found on a member of staff, a volunteer working for, or on behalf of, the **Youth Contract Consortia** or a participant, without an extraordinarily good reason, will result in confiscation.

- knives or weapons
- alcohol
- illegal drugs
- stolen items
- pornographic images
- fireworks
- tobacco and cigarette papers - for those under age
- shisha pens and electronic cigarettes - for those under age

Any article that the member of staff reasonably suspects has been, or is likely to be, used to commit an offence, or to cause personal injury to, or damage to the property of, any person (including the participants). A Member of staff, or a volunteer working for the **Youth Contract Consortia** can seize any banned item found as the result of a search. They can also seize any item, however found, which they consider harmful or detrimental.

### 2.4 DISCIPLINARY MEASURES

It is important to state that disciplinary action may be taken against any participant where there is, on balance of probability, misbehaviour or breach of the code of conduct and/or rules as outlined above.

Disciplinary measures include but are not limited to:

- Removal from activity.
- Notification of parent(s)/guardian(s).
- Seizure of contraband.
- Fixed term exclusion, provided that appropriate procedures are followed. An excluded participant is prohibited from being on club grounds or vicinity, unless you are advised accordingly.
- Permanent removal from activities and events provided that the appropriate procedures are followed.
- Notification of relevant authorities whenever the conduct involves illegal drugs (controlled substances), look-alikes, alcohol, or weapons.

#### 2.4.1 Weapons and Firearms

Weapons/Firearms - A student, who uses, possesses, controls, or transfers a weapon, firearm, or any object that can reasonably be considered, or looks like, a weapon or firearm, shall receive fixed term exclusion or a permanent removal from the **Youth Contract Consortia's** site. (A weapon and a firearm may be defined as **1.2 TERMS AND DEFINITIONS**). The line-manager will inform the appropriate authorities of any participant who brings a firearm or weapon onto a **Youth Contract Consortia's** site. Where, on balance of probability, a participant is in possession of a weapon to cause bodily harm or intimidation then the penalty for this in most circumstances will be a 'permanent exclusion'.

#### 2.4.2 Required Notices

Members of staff and volunteers working for the **Youth Contract Consortia** shall immediately notify their line-manager in the event that any person is observed in possession of a firearm or offensive weapon on or around activity grounds; however, such action may be delayed if immediate notice would endanger participants under supervision, observes or has reason to suspect that any person on activity grounds is or was involved in a drug-related incident, or observes an assault committed against any participant or a member of staff or volunteer working for the **Youth Contract Consortia**. Upon receiving such a report, the line-manager, as soon as reasonably possible, must notify the appropriate authority and also the participants parent(s)/guardian(s). The line-manager shall notify the Police of any incident involving the selling or supplying of drugs or the assault of a member of staff or a volunteer working for the **Youth Contract Consortia**.

---

Signed

Name

\_\_\_\_\_

Role

Date

\_\_\_\_\_

Policy review date