

Behaviour Management Policy

1 Standard

Behaviour management should be fair, kind and in the best interest of the child, young person or adult at risk. A collaborative approach should be taken, involving other members of the Circus Central team, the participant, and parents/ guardians where necessary.

Difficult behaviours may cover a broad spectrum of behaviours but are taken to cause danger, harm and/or hurt to self/others or disrupt the session for self/others.

NECDT is committed to nurture community learning through the collaboration of staff, parents, learners and visitors. This will be achieved by understanding the ethos and aims underlying the behaviour policy, and following clear behaviour procedures. NECDT will work to work to create a learning environment where all individuals show care, respect, and responsibility towards:

- The community present, whether they are staff, learners or visitors
- The local environment within Circus Central grounds and beyond
- Circus Central property and the belongings of others

We recognise that all behaviour is a form of communication and we are committed to:

- Establishing what that communication is
- Guide learners towards communication that enables them to express their needs in a safe way

2. Aims

We aim to nurture and encourage behaviour that:

- Allows all members present to feel safe, valued and respected
- Protects and cares for the surrounding environment
- Sets the learners up for success
- Enables the mentors to teach in a safe and enjoyable manner
- Recognises effort and achievement in relation to each individual
- Allows learners to explore and test their previously held boundaries and beliefs in a safe way
- Allows learners to explore and express their sense of self
- Allows learners to express and respond to their emotional needs in a safe way
- Inspires those who visit or work in Circus Central

Taking part in Circus Central activities should not be used as an incentive or deterrent to behaviour that arises.

3 Practise

3.1 Difficult behaviours will be managed through:

- Discussions with the child
- Providing alternative space/ activities during the class where necessary
- Discussion with the parent/ guardian at the earliest opportunity following the behaviour issues.
- The participant may be suspended from a session provided all other avenues have been attempted.

- The participant may be expelled from the project for longer if all other avenues have been attempted or if the behaviour is dangerous to self/others; there is a persistent refusal to participate over a number of sessions; or any illegal activity takes place.
- If the participant is found to have taken part in illegal activities including underage drinking or use of illegal substances the legal guardian will be notified immediately to come and collect them. If the young person cannot be collected, a member of our team will drive them home and parents will be invoiced for travel and time.
- Individuals expelled from Circus Central will be able to appeal within two weeks of the decision being made. Appeals will be heard by the Chair of the Board of Trustees and two the members of the Board (using standard protocols)

3.2 Staff should discuss behaviour management issues with a senior member of staff to ensure both staff and participants are best supported to resolve the behaviours. Further training needs may be identified.

3.3 If behaviours are leading to concerns around child protection issues, mental health, physical health, illegal activity then the issues should be passed onto the appropriate body in line with Circus Central's Safeguarding Policy and Procedures.

General Policy Statement on Bullying

Bullying is the intention to cause unhappiness in another person. It can involve any physical, or verbal, action that is designed to scare, harm, or intimidate, another person.

Bullying is not acceptable within Circus Central. We aim to prevent bullying by developing positive relationships between all members present. All individuals present are expected to work together to prevent bullying. In the event that bullying does occur we will take action to ensure that it is clear that bullying is not acceptable.

Date reviewed: