**Positive Behaviour Policy**

Good personal and professional relationships between our employees and young people and adults (members) attending the farm are vital to ensure good order. It is recognised that the majority of people attending respond positively to the discipline and control practiced by staff. This ensures the well-being and safety of all people attending and our employees. It is also acknowledged that in **exceptional circumstances**, employees may need to take action in situations where the use of reasonable force may be required. We acknowledge that physical techniques are only part of a whole setting approach to behaviour management.

This policy should be read in conjunction with other policies relating to interaction between employees and members, including the Behaviour Management Policy.

This policy has been prepared for the support of all employees who come into contact with young people and adults attending Animal Antiks and for volunteers working within the provision to explain the arrangements for care and control. By signing the consent form parents/carers are acknowledging our power to use reasonable force in the circumstances described in this policy. Parental consent is not required to restrain a pupil.

**Definitions of positive handling**

No legal definition of reasonable force within our type of context exists, however for the purpose of this policy and the implementation of it at Animal Antiks:

‘*Reasonable Force uses the minimum degree of force necessary for the shortest period of time to prevent a young person or adult harming himself, herself, others or property’.*

**Physical contact**

Situations in which physical interaction may occur between employees and young people is to either care for young person or adult who may be distressed or when supporting to carry out tasks in order to promote inclusive learning opportunities. In addition, employees will also use positive touch to comfort pupils and in order to teach them more appropriate ways of seeking attention. Where possible, employees will always endeavour to use ‘safe hugs’ and the ‘friendly hold’.

**Physical intervention**

This may be used to divert a young person from a destructive or disruptive action, for example guiding or leading a young person by the arm or shoulder with little or no force. The techniques implemented here will include ‘turn, gather, guide’ and the ‘friendly or small child hold’. The important factor within these situations is the compliance of the young person or adult as a result of the intervention.

**Physical control and restraint restrictive physical intervention:**

This will involve the use of reasonable force when there is an immediate risk to young people, employees or property. It is important to note that the use of ‘reasonable force’ should be seen as a last resort. All such incidents are recorded and reported to parents and carers and will be stored in an accessible way.

As indicated the level of compliance from the young person determines whether or not the interaction is an intervention or a control/restraint. If in doubt, then employees should always record the incident using the Company’s standard recording form.

**Underpinning values:**

Everyone attending or working in this farm has a right to:

* recognition of their unique identity;
* be treated with respect and dignity;
* learn and work in a safe environment;
* be protected from harm, violence, assault and acts of verbal abuse.

People attending Animal Antiks and their parents or carers have a right to:

* individual consideration of the young persons needs by the employees who have responsibility for their care and protection;
* expect employees to undertake their duties and responsibilities in accordance with our policies;
* be informed about rules, relevant policies and the expected conduct of all young person and adults and employees working at the farm;
* be informed about the complaints procedure.

We will ensure that parents/carers and young people understand the need for and respond to clearly defined limits, which govern behaviour at the farm. In turn parents/carers will commit themselves to promote the good behaviour of their young person/adult and that efforts have been made by them to ensure that he/she understands and follows our Behaviour Management Policy.

**Authorised staff**

The power to use reasonable force applies to any employee, and any other person to whom the Manager in charge has authorised to have control or charge of young people. This can also include people to whom the Manager has given temporary authorisation to have control or charge of young people such as unpaid volunteers.

**Training**

All training provided takes into account the need for awareness around elevated risks in association with restrictive physical interventions.

Physical techniques are not used in isolation and we are committed to ensuring that as a result of incidents learning opportunities are created for young people and adults that allow them to ‘own’ and take responsibility for their behaviour.

In addition, procedures will be put in place to ensure that appropriate support is provided for employees and that following an incident to ensure relationships are rebuilt and repaired to ensure that a positive environment is maintained.

All the techniques used take account of an individual’s;

* age,
* gender,
* level of physical, emotional and intellectual development,
* special needs,
* social context.

**Strategies for dealing with challenging behaviour**

As endorsed in the Behaviour Management Policy, employees utilise consistent positive strategies to encourage acceptable behaviour and good order.

Every effort will be made to resolve conflicts positively and without harm to anyone, property, buildings or the environment. Where unacceptable behaviour threatens good order and discipline and provokes intervention, some or all of the following approaches should be taken according to the circumstances of the incident:

* Verbal acknowledgement of unacceptable behaviour with request for the young person or adult to refrain; (this includes negotiation, care and concern)
* Further verbal reprimand stating:

- that this is a repeated request for compliance;

- an explanation of why observed behaviour is unacceptable;

- an explanation of what will happen if the unacceptable behaviour continues.

* A statement of intent that physical intervention may well be used alongside a reminder that holding will cease when the young person or adult shows compliance. If possible summon assistance from other employees.
* Physical intervention. Reasonable force being used to prevent a young person or adult harming him or herself, others or property.

Techniques seek to avoid injury to the young person or adult, but it is possible that bruising or scratching may occur accidentally, and these are not to be seen necessarily as failure of professional technique, but as a regrettable and infrequent side effect of ensuring that the pupil remains safe.

**Types of incident:**

Examples of situations that may call for judgments of this kind include, but are not limited to:

* A young person or adult attacks an employee another young person or adult;
* There is fighting amongst young persons or adults, causing risk of injury to themselves or others.
* A young person/adult is committing, or on the verge of committing, deliberate damage to property.
* A young person or adult is causing, or at risk of causing, injury or damage by accident, through rough play, or by misuse of dangerous material(s) object(s).
* A young person or adult absconds from the farm or tried to leave farm other than at an authorized time.

Refusal of a young person or adult to remain in a particular place is not enough on its own to justify use of force. It would be justifiable where allowing a person to leave would:

* Entail serious risks to the young person or adults safety (taking account age and understanding), to the safety of other people attending the site or our employees, or damage to property; or
* Lead to a behaviour that prejudices good order and discipline, such as disrupting other groups.
* A person persistently refuses to follow an instruction to leave the area
* A person is behaving in a way that seriously disrupts the session.

It is important to note that the use of reasonable force will only be applied as a last resort, when all other alternatives have been exhausted and that any force used will be reasonable, proportionate and absolutely necessary.

**Power to search members without consent**

In addition to the general power to use reasonable force described above, the manager in charge and authorised employees can use such force as is reasonable given the circumstances to conduct a search for the following ‘prohibited items’:

• knives and weapons

• alcohol
• illegal drugs

• stolen items

• tobacco and cigarette papers

• fireworks

• pornographic images

• any article that has been or is likely to be used to commit and offence, cause
 injury or damage to property

The application of any form of physical control places our employees in a vulnerable situation. It can only be justified according to the circumstances described in this policy. Employees, therefore, have a responsibility to follow this policy and to seek alternative strategies wherever possible in order to prevent the need for physical intervention.

Reasonable force will only be used as a last resort when all other behaviour management strategies have failed or when young people, adults, employees or property is at risk.

**Review**

This policy is reviewed regularly and updated as required. The last review was carried out in February 2022.



CEO