

DERWENT HILL Behaviour Policy

Principles

- Everybody has a right to be physically and psychologically safe, and to dignity and respect.
- Everybody has the right to work, teach or learn in a safe environment that is free from disruption, violence, bullying and any form of harassment.
- Young people attend Derwent Hill to learn, and sometimes the reason they are here is to help them to address their behaviour. We recognise that people make mistakes, and we deal with these as part of the learning process. We recognise that Derwent Hill is a new environment which gives young people the opportunity to start afresh.

Aims

- To create an environment that encourages and reinforces good behaviour.
- To help young people to develop a sense of self-worth, and respect and tolerance for others.
- To encourage, recognise and celebrate good behaviour.
- To ensure equality and fairness of treatment for all, regardless of ability, race, gender, sexual orientation or religious beliefs.

Derwent Hill staff are expected to:

- Lead by example.
- Praise young people when they see good behaviour.
- Ensure that young people clearly understand what is expected of them.
- Ensure that rules and sanctions are applied consistently and fairly.
- Ensure that visiting staff are informed about good behaviour by young people.
- Work with visiting staff to ensure that the level of responsibilities and expectations are matched to individuals and their development.
- Work with visiting staff to tackle inappropriate behaviour.
- Work with visiting staff to ensure that no conflict arises between Derwent Hill & the clients behaviour policy and expectations
- Speak calmly and avoid shouting.
- Report any concerns about abuse of young people to the Centre Director or Designated Person for Safeguarding.

Visiting staff are expected to:

- Ensure that the behaviour of their group does not cause disturbance / annoyance to people living, staying and working staying at Derwent Hill).
- Discuss with Derwent Hill staff any specific approaches to behaviour management that are relevant to the whole group or individuals.
- Recognise that there is a minimum standard of behaviour that students must adhere to in order for them to be safe during a course at Derwent Hill.

Young people are expected to:

- Be ready to learn and to participate in Derwent Hill activities.
- Behave at all times in a manner that shows respect for themselves and other people.
- Care for the buildings, gardens, equipment and furniture.

Sanctions

- Although encouragement and praise are central to the encouragement of good behaviour, there may occasionally be the need for sanctions. When sanctions are used:
 - It must be clear why the sanction is being applied.
 - It must be made clear what changes in behaviour are required to avoid future sanctions.
 - Group punishment should be avoided as it can cause resentment.
 - Sanctions must be appropriate to the nature and scale of the offence.
 - Sanctions must not be abusive, disrespectful or intended to humiliate.