



## Behaviour Policy

**Stomping Ground wishes to remain inclusive and, within our capacity, will we endeavour to offer opportunities to everyone led by behavioural, emotional and physical needs.**

- ! Stomping recognises that behaviour can be both positive, neutral and negative and will define 'challenging behaviour' as 'behaviour which challenges others' and puts the participant, environment or others at physical or emotional risk.
- ! Staff will risk assess the behaviour dynamically (*see dynamic Risk Assessment Flow Chart*) and will put measures in place to make the setting safe drawing on the strategies below.
- ! Stomping Ground works within an ethos of "building a community based on values of respect for ourselves, each other and our environment". This includes respect for someone displaying 'challenging' behaviour.
- ! Stomping Ground recognises that challenging behaviour is a creative expression of a need unmet in that participant.
- ! Stomping Ground leaders will offer support to other staff, volunteers and participants before, during and after challenging behaviour occurs.
- ! Physical or verbal abuse is seen as a 'red line' and if it continues after reasonable intervention the abuser will be not be allowed to participate in the activity or event. We will enforce this as a healthy boundary based on the above principles.

### Behaviour Strategies:

- Investigate the need behind the behaviour and see if it can be fulfilled with positive behaviour, for example, by making sure what they are doing is safe, asking questions, letting them carry on where possible or channeling the behaviour into a positive/safe activity.
- Use the methods of Non-Violent Communication to prevent escalation by staff.
- Make sure staff are available to talk and ready to listen.
- Offer choices and a dignified way out of the confrontation.
- Take note of 'triggers' for that participant and put strategies in place to avoid them or bring them to awareness.
- Using a 'Whole Brain' strategy staff can empathise with the participant and, when they have calmed down, ask questions to help them recover into their 'rational mind' and reflect on the behaviour.
- Work in an inclusive and non-judgemental way taking care not to place blame.

### When high risk is presented by the challenging behaviour:

- Guide other participants to safety first.
- Use their name and more assertive language.
- Use the Whole Brain approach mentioned above.
- If risk is too high and exclusion is possible – work with the other adults and participant to write a behaviour strategy for that participant for future sessions.
- If working in a public setting where it isn't possible to exclude someone pack up activity and move away from the danger prioritising other participants and adults. Recognise that it could be our presence which is inviting the behaviour through a need for territory or recognition.