



KISIMUL GROUP

Operational and Education Policy and Procedure

Behaviour - Sanctions

Procedure

Young people who are accommodated or educated in an environment where there is stimulation and choice, and are supported by staff who have unconditional regard for their well-being and understanding of their individual needs, are less likely to resort to negative behavioural patterns. Kisimul uses positive reinforcement as its primary tool for embedding appropriate behaviour, alongside consistent and structured routines and expectations for individual learners. The use of rewards is an effective tool for embedding desired behaviour. Staff members should reward positive behaviour with praise and positive feedback. Please refer to IPCP and Behaviour Policy for advice on possible reinforcers and responses.

Where behaviour persists, there are a range of approved responses available to enable management of challenging behaviour.

Approved sanctions that may be used for all children/young people:

Corporal punishment must never be used under any circumstances, nor must pain compliance be used.

Re-direction - The child/young person should be distracted by offering him/her an alternative activity. The initial response is to either:

- Ignore > redirect > reward/feedback or:
- Interrupt > redirect > reward/feedback.

Ignore – Staff member should give no eye contact, no verbal or gestural communication that reinforces any inappropriate behaviour. Ignore negative behaviour and give minimal feedback. Staff should aim to catch positive responses and give immediate praise and attention where possible to make this the behaviour that warrants feedback and communication.

Redirect – Staff member to divert negative behaviour into a more positive pass time i.e. redirect with an appropriate activity. A very successful strategy for a child/young person can be a change of face / staff member i.e. an alternative staff member intervenes and the first staff member steps away. This will defuse many challenging situations as our children/young people may target staff members, therefore it will help create a positive outcome. Please refer to IRS section of IPCP.

Interrupt – Preventing the negative behaviour or the distress of the individual, primarily through redirection to another activity, environment or task.

Verbal Reprimand - In a firm manner is often sufficient to bring a child/young person back on track. This should never be personal or degrading, and target the behaviour not the individual.

Removal - The child/young person should be taken away from the activity for a limited period of time in order for the young person to be ready to re-engage positively. This could be to another area of the same room or locality. A staff member must remain to monitor the child/young person but not give direct attention.

If the above actions do not prove to be effective then the following sanctions should be used and the relevant documentation completed (see relevant Appendix).

- Time out.
- Removal of Activities.

When a child/young person is upset 'early intervention techniques' should be employed. The aim is to calm the child/young person down before he/she loses self-control (see Behaviour Policy and Procedures).

All of these actions are permissible within the school policy and procedure. Moreover, all children/young people have an "Individual Pupil Care Plan" put into place on the day of arrival. The IPCPs contain an Individual Reactive Strategy (IRS) for each child/young person stating which of the above techniques can be used for individual children/young people and which restraints are recommended (Timian Training & Development). The IPCP is a whole school document and is developed following consultation between all areas.

All children/young people in line with the ethos of the organisation are encouraged to eat a healthy balanced diet. Children/young people are provided with three main meals and supplementary snacks throughout the day. Main meals are usually accompanied by a selection of desserts and children/young people are proactively supported to make reasonable attempts at their main meals. It is essential to develop positive eating patterns, and should a child or young person refuse their meal then it is not felt to be appropriate to offer a dessert as this might encourage children/young people to eliminate foods from their diets in order to obtain the sweet option. It is paramount to promote positive behaviours in respect of food; children/young people will often have exerted control over their diets throughout long periods of their lives. We are aware that some children/young people may require additional time with their meals and this will be facilitated on an individual basis. In addition to the above, children/young people will be given an opportunity later to have an alternative snack, which will be offered within a reasonable period of time. Senior members of staff should always be made aware if a child or young person misses a meal and the necessary steps should be implemented to ensure that this does not develop further. All of the

above is felt to be reflective of positive parenting and is not deemed to be a sanction, and therefore it should not be recorded or viewed in this way.

It is the ethos of Kisimul Group to give minimal feedback for any negative behaviour and positive reinforcement for appropriate behaviour, therefore promoting self-esteem and making positive behaviour more powerful than negative behaviour.

Non Permitted Sanctions

In line with Regulation 19(1,2 and 3) and Regulation 22 (1) of the Children's Homes Regulations 2015 these sanctions are not permitted:

- (a) any form of corporal punishment;
- (b) any punishment involving the consumption or deprivation of food or drink;
- (c) any restriction, other than one imposed by a court or in accordance with regulation 22 (contact and access to communications), on—
 - (i) a child's contact with parents, relatives or friends;
 - (ii) visits to the child by the child's parents, relatives or friends;
 - (iii) a child's communications with any persons listed in regulation 22(1) (contact and access to communications); or
 - (iv) a child's access to any internet-based or telephone helpline providing counselling for children;
- (d) the use or withholding of medication, or medical or dental treatment;
- (e) the intentional deprivation of sleep;
- (f) imposing a financial penalty, other than a requirement for the payment of a reasonable sum (which may be by instalments) by way of reparation;
- (g) any intimate physical examination;
- (h) withholding any aids or equipment needed by a disabled child;
- (i) any measure involving a child imposing any measure against another child; or
- (j) any measure involving punishing a group of children for the behaviour of an individual child.

Nothing in this regulation prohibits—

- (a) the taking of any action by, or in accordance with the instructions of, a registered medical practitioner or a registered dental practitioner which is necessary to protect the health of the child; or
- (b) taking any action that is necessary to prevent injury to any person or serious damage to property.

In accordance with regulation 22 of the Children's Homes Regulations 2015 access to these people must not be withheld for reason of a sanction. Indeed the Registered Manager must ensure that suitable facilities are provided for the child to meet these persons in private at any reasonable time:

- (a) a solicitor or other adviser or advocate acting for the child;
- (b) an officer of the Children and Family Court Advisory and Support Service appointed for the child;
- (c) a social worker assigned to the child;
- (d) a person authorised by HMCI;

- (e) a person authorised by the local authority in whose area the home is located;
- (f) a person appointed pursuant to section 23ZB (independent visitors for children looked after by a local authority) of the Children Act 1989(a);
- (g) a person authorised in accordance with section 80(2) of the Children Act 1989 by the Secretary of State to conduct an inspection in relation to the home and the children there;
- (h) a person appointed under the Children Act 1989 Representations Procedure (England) Regulations 2006(b);
- (i) an independent person visiting the home under regulation 44.
- (j) the parents, friends or relatives of the child.

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