*(Reading) CIC*

**Auto Skills (Reading) CIC**

**Behaviour Management Policy**

Auto Skills (Reading) CIC uses effective behaviour management strategies to promote the welfare and enjoyment of young people using the provision. Working in partnership with referring organisations, we aim to manage behaviour using clear, consistent and positive strategies.

Ground Rules are clearly displayed, and are introduced as part of the induction of every new student. They are regularly discussed with all students.

The designated member of staff responsible for behaviour management is Angus Vinicombe.

Whilst using our provision, we expect young people to:

* Use socially acceptable behaviour
* Comply with the Ground Rules
* Respect one another, accepting differences of race, gender, ability, age and religion
* Develop their independence by maintaining self-discipline
* Ask for help if needed

Positive behaviour is encouraged by:

* Staff acting as positive role models
* Praising appropriate behaviour
* Certificates of achievement

It is inevitable that as young people develop and learn, there are times when they need support and guidance to understand that their behaviour is not acceptable. Staff will try to determine the cause or triggers of the inappropriate behaviour to prevent the situation from recurring.

Dealing with inappropriate behaviour:

* Challenging behaviour will be addressed in a calm, firm and positive manner.
* In the first instance, the young person will be temporarily removed from the activity or area.
* Staff will discuss why the behaviour displayed is deemed inappropriate.
* Staff will give the young person an opportunity to explain their behaviour, to help prevent a recurrence.
* Staff will encourage and facilitate mediation between young people to try to resolve conflicts through discussion and negotiation.
* If the inappropriate behaviour appears to be as a result of boredom, staff will consult with the young person to find activities that more fully engage them.
* Staff will consult with referring organisation to formulate clear strategies for dealing with persistent inappropriate behaviour.
* We will not threaten any sanction that could adversely affect a young person’s well-being (eg withdrawal of food or drink).

 If after consultation with referring organisations and the implementation of behaviour management strategies, a young person continues to display inappropriate behaviour, Auto Skills (Reading) CIC may decide to exclude the young person either for a fixed perios of time or indefinitely. The reasons and processes involved will be clearly explained to the young person.

Physical intervention: Restrictive Physical Intervention (RPI) will only be used as a last resort, and in accordance with the RPI Policy.

 Corporal punishment: Corporal punishment or the threat of corporal punishment will never be used.

This policy was adopted on 17th October 2016.

This policy was reviewed on 4th February 2018 and 28th March 2020

To be reviewed March 2022

Signed: (Angus Vinicombe, Director)