



Behaviour Policy



Version	2.0
Date Updated	1st June 2025
Date to be reviewed	1st June 2026
Owner	Daniel Stockton

Date	Amendments made	Updated by
5th January 2025	Change to contact email	DST
1st June 2026	No separate behaviour log - incidents are captured within end of day reports	DST



Growing Futures Child Behaviour Policy

1. Introduction

Growing Futures is committed to promoting positive behaviour and creating a safe, respectful and nurturing environment for all children and young people (CYP) accessing our provision. This policy outlines our expectations, responsibilities, and procedures for supporting positive behaviour, responding to challenges safely, and ensuring that all children feel valued and supported.

2. Policy Statement

We believe that:

- All children have the right to feel safe and respected
- Positive behaviour should be encouraged through consistent, relational practice
- Challenging behaviour should be managed with understanding and appropriate support
- Behaviour is a form of communication
- Staff must be equipped to respond with calmness, structure and predictability
- Any use of force or physical intervention must follow strict guidelines

Growing Futures staff are expected to follow this policy at all times.

3. Key Principles

Growing Futures adheres to the following behaviour principles:

- The safety, dignity and well-being of children is paramount
- Positive behaviour is reinforced consistently
- Staff model respectful and appropriate behaviour
- Behaviour expectations are clear and fair
- Staff use de-escalation wherever possible
- Individual needs are always considered
- Behaviour risk assessments and individual behaviour plans must be kept updated
- Staff receive relevant behaviour training and support

4. Behaviour Expectations

All CYP attending Growing Futures are expected to:

- Show respect for themselves, staff and others
- Follow instructions and boundaries set by adults
- Participate safely in planned activities



- Communicate their needs where possible
- Take responsibility for their actions with support

5. Encouraging Positive Behaviour

5.1 Strategies

Growing Futures encourages positive behaviour using:

- Praise and positive reinforcement
- Clear, consistent boundaries
- Predictable routines
- Child-centred communication
- Encouragement, mentoring and modelling
- Environmental adjustments tailored to individual needs

5.2 Role of Staff

All staff and contractors must:

- Model positive and respectful behaviour
- Build trusting, supportive relationships with CYP
- Maintain clear and consistent boundaries
- Support CYP to regulate emotions and understand behaviour
- Collaborate with parents/carers and professionals
- Keep behaviour plans and risk assessments up to date

6. Managing Challenging Behaviour

6.1 De-escalation and Support

Staff will always aim to:

- Address concerns calmly and early
- Use verbal de-escalation and distraction
- Provide movement breaks, sensory strategies and space
- Offer clear structure and reassurance
- Apply fair, consistent consequences where appropriate
- Support CYP to reflect and repair

6.2 Individual Behaviour Plans & Risk Assessments

Where additional support is needed:

- An Individual Behaviour Plan (IBP) and/or Risk Assessment will be created
- Plans are designed in collaboration with parents/carers and relevant professionals
- Plans are reviewed regularly and updated as needed
- All staff working with the CYP must have access to the up-to-date plan



7. Restrictive Practices & Use of Force

7.1 Non-Restraint Provision

Growing Futures is a **non-restraint provision**.

We do **not**:

- Train staff in restrictive physical interventions
- Accept referrals where restraint or restrictive physical intervention is known to be required
- Include restraint as part of our usual or planned behaviour support

If a referral indicates regular or expected use of restraint, the placement will be deemed inappropriate for our model of provision.

7.2 Emergency Situations Only

In extremely rare, unforeseen circumstances where a CYP presents an **immediate and serious risk of harm** to themselves or others:

- Staff will prioritise **de-escalation**, space, and environmental adjustments
- Physical contact is avoided unless absolutely unavoidable to prevent imminent harm
- Any physical intervention would be minimal, non-technique-based, and time-limited solely to prevent serious injury

7.3 Same-Day Reporting Requirements

If any restrictive incident occurs:

- Staff must report the incident to the **Daniel Stockton** on the same day
- A formal Restrictive Practice Report must be completed
- Parents/carers must be informed the same day
- The incident must be reported to the **EOTAS Coordinator** on the same day using the LA template

7.4 Investigation of Incidents

All restrictive practice incidents or complaints will be:

- Thoroughly investigated
- Recorded and monitored
- Shared with the Local Authority where required
- Used to review suitability of ongoing provision



8. Reporting and Responding to Behaviour Incidents

8.1 Behaviour Incident Reporting

All significant behaviour incidents must be reported as soon as possible to:

Daniel Stockton

Phone: 07488 268935

Incidents may be reported via:

- End-of-day feedback sheets
- LA Incident Templates (where required)

8.2 Communication with Parents/Carers

Parents or carers must be informed promptly of:

- Significant behaviour incidents
- Injuries
- Escalations
- Restrictive practice (same-day mandatory notification)

8.3 Response to Incidents

Growing Futures will:

- Investigate incidents fairly and promptly
- Provide support to CYP involved
- Implement follow-up action where necessary
- Review behaviour plans and risk assessments

9. Training and Support

Growing Futures ensures that staff:

- Receive training in positive behaviour support and de-escalation
- Are aware that **Growing Futures does not operate as a restraint-trained provision**
- Have access to updated child information, risk assessments and behaviour plans
- Receive ongoing supervision, guidance and support

10. Review and Monitoring

This policy will be reviewed regularly or sooner if:

- Legislation changes
- Guidance from the LA/EOTAS changes
- Incidents indicate the need for updated procedures

All staff will be notified of updates.



11. Contact Information

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