



KYAG Behaviour Policy

INTRODUCTION

We want members to have fun and feel safe at KYAG.

To achieve this, we recognise that members are at a point in their development where they are developing social interaction and communication skills, relationships, and personal growth, which may at times lead to conflict.

We believe that conflict is a normal part of social interaction, but in order to learn how to manage conflict effectively this may need to be supported at times by adults around them to help them manage situations and behaviours.

We also recognise that personal growth can come from taking managed risks, however to ensure the safety of all members if behaviour places them or others at risk of harm then it is essential for this to be addressed and managed.

To help this, we have the following values:

- **RESPECT:**
 - other members
 - KYAG volunteers
 - visitors and parents
 - the building and equipment
- **TRUST**
 - to be honest
 - to be responsible for actions
 - to admit to breakages
 - to own up to your part in disputes
- **RESPONSIBILITY**
 - be responsible for their own possessions at all times
 - be a positive role model
 - get involved, have fun, help us to improve what we offer
 - listen and follow instructions
- **INCLUSIVE**
 - to value everyone
 - to accept everyone by not to discriminate against others on the basis of age, disability, gender, race, religion and sexual orientation.
- **SAFE**
 - to keep others safe by not bullying or intimidating other members or members of the public
 - be sensible on the stairs and always keep entrance and fire exits clear – running inside the building can put yourself and other people at risk

We won't compromise the safety of others but would always want to help members change their behaviour for the better.

BEHAVIOUR SYSTEM

KYAG operates a 3-strike behaviour system to monitor and tackle behaviour that goes against the above values.

Each session, members start with no strikes, and these may be accumulated to a maximum of 3 strikes, at which point their parents will be called and asked to collect the member.

HOW ARE STRIKES ISSUED?

Strikes are issued by any member of the team who feels that something the member has done is inappropriate or unsafe.

We will record:

- Members name
- Reason for strike
- Other YPs involved

If this isn't the members first strike of the evening, they will be reminded of what they got their strikes for, and warned that the next step is their 3rd strike.

If poor behaviour has taken place between members, all involved will be spoken with by the group leader, with an explanation as to why the behaviour was unacceptable, reinforce the group values and seek resolution of the matter between the members involved.

WHAT HAPPENS FOR SERIOUS INCIDENTS?

Although strikes are almost always issued 1-2-3, in the case of more serious incidents, strikes can be skipped and the first strike issued could be marked down as strike 2 or 3. This is at the discretion of the group leader.

Any behaviour that falls into one of the below categories will always result in an immediate 3rd strike, and parents/carers will be contacted.

- Violence
- Drugs
- Alcohol

WHAT HAPPENS ON THE 3RD STRIKE?

Members who reach 3 strikes in one evening will have their parent/carer contacted to get picked up early. While we are waiting for the parent/carer, the member will be spoken to regarding the strikes, and when their parent arrives, the strikes will be explained to the parent.

Members who are sent home may be issued with a cooling off – this is issued by a group leader, and it may be the case that the group leader gets in contact with parents/carers a few days later to advise a return date, once the incidents have been reviewed.

WHAT HAPPENS AFTER THE COOLING OFF?

Once the agreed cooling off period has been served. The member may return to session. On their first session back, the member and their parent/carer will be required to have a meeting with the group leader to discuss:

- What happened
- Why it happened
- How it will be avoided in the future

The discussion may be summarised in a behaviour contract that will be put in place.

PERSISTENT POOR BEHAVIOUR

LOW LEVEL – 3 STRIKES ARE RARE

We monitor for patterns in people getting 1 and 2 strikes – if people are persistently getting 1 or 2 strikes in a session, they may be called into a meeting with parents, in which case, a behaviour contract would be put in place, potentially reducing their session allowance to 1 or 2 strikes

HIGH LEVEL – FREQUENTLY REACHING 3 STRIKES

People frequently reaching 3 strikes will have behaviour contracts put in place will also get more restricting. This may involve limiting them to attending 1 or 2 named sessions per term, reducing strike allowances and/or reducing the duration they can stay for sessions (e.g. 1hr instead of 2)

We will always try to help members adjust their behaviour for the better, however we will NOT put the safety of others (members, visitors and team) at risk, so as a last resort we may have to implement an extended cooling off period. This only happens in rare cases.