



PROMOTING POSITIVE BEHAVIOUR AND RELATIONSHIPS

Approved by: Camilla McInnes	Date:31.01.23
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Introduction

Cameron & Cooper Limited Care Services has developed a policy in accordance with the Positive Relationships standard in the Guide to the Children's Homes Regulations, including the quality standards of 2015. The policy also considers the Equality Act 2010, the Children's Act 1989/2004, and guidelines from the Department for Education and the Department of Health.

The policy is in line with the guidelines for the Use of Reasonable Force from July 2013 and should be read in conjunction with the Cameron & Cooper Limited Care Services Child Protection and Safeguarding Policy. The policy emphasises the importance of behaviour support and staff training in creating a positive environment for children and young people in residential care. The policy also emphasises the importance of fostering a positive culture and ethos in the home and school, in which staff encourage responsibility and conflict resolution among the young people.

The policy emphasises that rewards and positive reinforcements should be used more frequently than consequences to create a positive setting. Adult-child relationships are also emphasised as integral to establishing a positive and thriving environment.

The Positive Relationship Standard (Reg 11.1) states that:

"Children are helped to develop and benefit from relationships based on:

- a. Mutual trust and respect.
- b. An understanding of acceptable behaviour; and
- c. Positive responses to other children and adults."

Reg 11.2 sets out the expectations on staff to support the social, emotional, and behavioural needs of the children and young people whom we care for. For this policy, the significant issues include:

That staff:

- Support young people to develop socially aware behaviour.
- Encourage every young person to take responsibility for their behaviour, in relation to their age and levels of understanding.
- Assist each young person to develop and practice skills to navigate and resolve conflicts positively and without harm to anyone.
- Effectively communicate to each young person expectations about behaviour and ensure that each young person understands those expectations in relation to the young person's age and levels of understanding.
- Understand how young people's previous experiences and present emotions can be communicated through their actions and behaviours. Ensure that staff have the competence, knowledge, and skills to interpret these and develop appropriate positive relationships.

- Are provided with formal, regular supervision (see supervision policy) and support to them in understanding and managing their own feelings and responses to the actions, behaviour, and emotions of the young people, and help the young people do the same.
- Deescalate confrontations with or between young people, or potentially violent behaviour by young people in line with their proactive approaches training.
- That each young person is encouraged to build and sustain positive relationships with other young people and staff.

Over time, as young people achieve what is expected, such rewards can be reduced or young people could be expected to achieve more for the same or a similar reward, this will all be based on supporting the individual needs of the young person.

Underpinning Values

At Cameron & Cooper Limited, we recognise the rights of all individuals in our homes and school, including the right to:

- have their unique identity acknowledged.
- be treated with dignity and respect.
- live and work in a safe, comfortable, and supportive environment.
- be protected from harm, abuse, violence, and verbal aggression.

Additionally, young people living in our homes or attending our school, as well as their parents, carers, teachers, and significant others, have the right to:

- receive care and protection from staff who consider their individual needs.
- expect staff to adhere to the company's policies and procedures.
- be informed about rules, policies, and expected conduct for all individuals in the home or school.
- have a Behaviour Support Plan and individual risk assessment tailored to their needs and goals.
- be informed about the company's complaints process.

Relationship to other company policies and documents

This policy should be read in conjunction with:

- Staff Code of Conduct
- Statement of Purpose
- Schools Prospectus

- Countering bullying Policy
- Equality, Diversity and Inclusion Policy
- Safeguarding and Child Protection Policy
- Staff Disciplinary, grievance and whistleblowing Policy
- Children Missing from Care Policy
- Medication and First Aid Policy
- Health and Safety Policy
- Complaints Policy and Procedure

Objectives

This policy aims to encourage appropriate behaviours and positive interactions between staff and young people in our care. By understanding that all behaviours have both positive and negative consequences, young people will be better prepared for life after leaving care. This policy outlines:

- Procedures for addressing bullying, including cyberbullying, and promoting positive behaviours and relationships.
- Home and school rules.
- Disciplinary consequences for inappropriate behaviour.
- The use of restraint, including reasonable force, and how it will be recorded and managed.
- Procedures for searching young people and their belongings.

Minimising the need for physical restraint

At Cameron & Cooper Limited, we are dedicated to creating a peaceful and therapeutic environment that reduces the likelihood of incidents. Our staff are trained in Team Teach, a system that helps identify the causes of outbursts and violence and provides staff with the skills to respond positively and appropriately. Our focus is on de-escalation and support, which reduces the need for physical restraint. Each young person will have an Individual Behaviour Support Plan and individual risk assessments to ensure that strategies are tailored to their specific needs. These plans and assessments are regularly reviewed to ensure consistency and relevance to the individual young person.

Implications of the policy

All staff have a responsibility to manage behaviour and ensure the safety of all young people. Proactive approaches, such as de-escalation and prevention of potential crisis situations, safe and therapeutic support during crisis situations, and helping young

people develop and improve their coping strategies are emphasised. Physical interventions should only be used when absolutely necessary and for the shortest amount of time to ensure safety. Staff must be able to justify and provide a clear rationale for any physical intervention and all serious incidents and physical interventions must be recorded on ClearCare as soon as possible, within 24 hours at the latest, and shared with the young person's parent/carer/significant other and external professionals. Management will oversee the monitoring of these incidents to ensure appropriate action was taken. After any physical intervention, the young person will have a life space interview, be checked on, and be given the right to file a complaint (refer to complaints policy). All of this must be clearly recorded on ClearCare. The shift leader, manager, or Lead Teacher is responsible for debriefing staff to ensure they have support and opportunities to reflect and analyse their practice.

Staff training

All staff at Cameron & Cooper Limited will receive Team Teach training during their induction period and regular refreshers. The training will focus on recognising potential triggers and situations that may lead to violence and taking proactive appropriate action to prevent escalation. Staff will be expected to use the training to inform their work and utilise Team Teach techniques, strategies, and physical interventions. However, if a staff member determines that deviating from the prescribed method is necessary to prevent serious injury or death, they must provide a clear rationale for their actions. Team Teach is implemented to support young people with complex needs and challenging behaviours to reduce stress and risk and learn new coping strategies.

Behaviour Support Plans/Individual Risk Assessments

Each young person will have a Behaviour Support Plan and Individual Risk Assessments outlining their baseline behaviours, preferred methods of support and appropriate interventions during crises, and interventions to avoid. This document will be regularly updated, with input from the young person, staff, parents/carers, teachers, significant others, and external professionals. The document should be stored and updated in the young person's file on ClearCare, and any changes should be shared with all relevant parties to ensure consistency in approach.

Health and Safety

Safety must be paramount in any crisis situation and staff have a duty of care to the young person, other staff, and themselves. If in a public place, they must also consider the impact on members of the public.

Health and safety of a young person

After any physical intervention incident, staff must conduct health and safety checks on the young person, monitoring their respirations, colouring, and overall well-being. If there are any concerns, staff should consult a member of the Senior Management Team and seek medical advice. Staff must document these checks at 5, 30 and 60 minutes after the restraint. If the young person is no longer under the staff's care during these check-in times, the staff must inform the responsible adult to take over the checks.

Health and safety for staff

Staff must inform their line manager if they have any illness, injury, or medical condition that may affect their ability to work safely with young people. Reasonable adjustments will be made to accommodate the staff member while maintaining the quality of service to the young person.

Trips and visits

Health and safety is a top priority for trips, and staff must conduct risk assessments for each young person before each trip. Factors to consider include the young person's ability to cope with the demands of the trip, the ratio of trained and qualified staff to young people, updated and reviewed risk assessments and contingency plans, and staff carrying identification while off-site.

Working with challenging behaviour

Challenging behaviour exhibited by young people at Cameron & Cooper Limited is often an indication of unmet needs or difficulty coping with emotions. Staff should view all behaviour as a form of communication and use their training and professional judgement to support the young person. Building positive relationships with young people is essential in understanding and addressing challenging behaviour.

Understanding a young person's history, including past trauma and adverse childhood experiences, can also aid in this process. The goal of positive behaviour support is to minimise the need for physical intervention and ensure the safety of all involved if it is necessary. Staff must be prepared to support young people in a variety of situations, including when they direct their upset and anger towards others. This may include providing support in developing more appropriate coping strategies and addressing any child-on-child abuse, as outlined in the Safeguarding policy.

Physical Interventions

Physical interventions should only be used as a last resort, after other less invasive methods have been attempted and failed or when time does not permit the use of alternatives. De-escalation should always be the first approach taken in crisis situations. Staff recognise that physical restraint can be traumatic for young people and will always choose the least restrictive option to maintain safety. Physical interventions should only be used in response to an immediate risk of physical harm to the young person, other young people, staff members, or others, or in case of serious, prolonged damage to property.

Physical Interventions must never be used as:

- Punishment.
- Consequences.
- A method to enforce compliance.

All physical interventions **MUST** be recorded on ClearCare.

Appropriate Relationships/Play fighting

It is important to emphasise that playfighting, Roughhousing, Wrestling, or Fooling around in a physical way is not an acceptable form of behaviour within our setting. As a therapeutic children's home, it is our duty to create a safe and nurturing environment for our young people, and this includes maintaining appropriate boundaries during play activities.

We expect all staff to model appropriate behaviour to the young people in our care, and this includes refraining from engaging in any form of playfighting. Or engaging in play/games that could have a negative connotation or effect on the young person/people. It is important that we lead by example and demonstrate positive and respectful behaviour at all times.

If any staff member is found to be engaging in playfighting or any other behaviour that goes against our policies and procedures, formal disciplinary measures will be taken. This could include verbal or written warnings, suspension, or even termination of employment depending on the severity of the situation.

We take these matters very seriously and expect all staff to uphold our values and provide a safe and nurturing environment for our young people.

Contact with Parents/Carers/Significant others and social workers

After any incident, the staff on shift or at school must inform all relevant adults and provide them with details of the incident. The person documenting the incident should typically handle this but may need to consult with other staff to ensure all relevant information is shared. In case of serious incidents requiring medical or police intervention outside of regular hours, the appropriate Emergency Duty Team must be notified promptly. This ensures that information is relayed in a timely manner and any urgent messages are conveyed quickly.

Screening, Searching and Confiscation

Searching

When necessary and appropriate, a search of a young person or their belongings may be conducted if there is reasonable cause to suspect they are concealing weapons, illegal drugs, or other items that could pose a risk of injury to the child or others.

Searches with Co-operation

When there is concern that inappropriate items may be hidden, staff should attempt to retrieve them with the young person's consent and cooperation. Before conducting a search, staff should consult with the registered manager/on-call manager and the young person's social worker. The search should be conducted by two staff members in the presence of the young person. **Only outer garments may be searched. More intimate searches can only be conducted by the police or with a court order.**

When conducting searches, all necessary precautions should be taken to avoid any potential dangers or sharp objects that may be hidden. If any dangerous or offensive items are discovered, they must be removed and reported to the registered manager/on-call manager to determine if contact with the police is necessary.

Searches without Co-operation

If a young person does not cooperate or is unlikely to do so, a search may be conducted without their cooperation or knowledge. Unless exceptional circumstances apply, the registered manager/on-call manager and the young person's social worker should be consulted before proceeding. When deciding on actions to take, managers/on-call managers and social worker(s) should consider the following:

- Two staff must be present and the child if possible.
- Only outer garments may be searched. More intimate searches may only be conducted by the Police or with the authorisation of the court.

- When conducting searches, reasonable precautions must be taken to protect against possible sharp or dangerous objects that may be concealed.
- If weapons or any dangerous or offensive items are found, they must be confiscated and passed to the child's social worker.

Exceptional Circumstances

If there is an imminent risk of injury or significant property damage, staff may take appropriate actions to protect all parties involved, including the use of physical intervention and entering a young person's bedroom without their knowledge as a last resort. However, such actions should only be taken if it is safe to do so. If there is a significant risk that an offence may be committed, staff should contact the police.

When a search involves entering a young person's bedroom when they are not present, privacy should be respected by not inspecting personal documents or diaries unless it is relevant to the potential risk identified and documented. Room searches should only be used to identify risks or inappropriate items and not personal documents or possessions.

After conducting a search, staff should leave the room or belongings in the same condition as they were found and document it on ClearCare.

Notifications

There are different notification procedures for searches concluded with and without young people's cooperation.

Searches Conducted with young people's Cooperation

Searches conducted with the young person's cooperation, without the use of force, must be reported to the registered manager/on-call manager and the young person's social worker as soon as possible.

Searches Conducted without Children's Cooperation

Searches conducted without the young person's cooperation (where force is used) are considered incidents and must be reported to the registered manager/on-call manager and the young person's social worker as soon as possible but within 24 hours.

The young person's social worker should decide whether to inform the child's parents/carers/significant others. If the Incident results in any serious damage or the Police are called for assistance, the registered manager and others must be notified.

Recording

Regardless of the situation, all incidences of this nature must be recorded. All the relevant documentation can be found in the young person's file on ClearCare.

Searches Conducted with the young person's Cooperation

Searches conducted with the young person's cooperation should be recorded in the young person's Daily Record and room search form. The details to be included are:

- a. The time and date of the search
- b. The reason(s) which led to the need to carry out the search
- c. Who carried out the search and if the young person or others were present?
- d. What was found, and if items found were removed/confiscated
- e. If items were removed/confiscated, where they were kept

Searches Conducted without the young person's Cooperation

Uncooperative searches are considered serious incidents and must be recorded in the appropriate section on ClearCare. All necessary details and the incident description must be recorded accurately, regardless of whether the search was conducted with or without the young person's cooperation.

Support Following Incidents

Staff members and young people at the home who are involved in or witness a serious incident or incidents involving physical intervention may need additional support after the incident.

Support For Young People

Physical techniques are not used alone and the home is dedicated to creating learning opportunities through crisis situations to develop more effective coping strategies. Proactive techniques aim to prevent injury to the young person, but it is possible that minor bruising or scratches may occur unintentionally. These should not be viewed as a failure of professional technique, but rather as a side effect of ensuring the young person's safety. If a young person sustains an injury as a result of restraint, the registered manager or on-call manager should be informed and it will be reported to LADO for oversight. Young people who may be distressed by the situation may be offered support such as:

Reflection time or taking part in a calming activity:

- Quiet time away from the incident/trigger
- Resuming their usual routine/previous activity as soon as possible, especially for young people with Autistic Spectrum Condition
- Staff should conduct a post-incident discussion with the young person as soon as appropriate in order to repair and restore relationships and help

the young person learn better-coping strategies for any further crisis events.

Support For Staff

Before returning to their duties, staff should ensure they have fully recovered from an incident. Colleagues are encouraged to offer support as needed. If necessary, relationships between the staff and the young person involved should be restored to maintain a positive learning environment. This can be achieved through reflective conversations and restorative work.

After every incident involving physical restraint, a debrief must be conducted with the staff who were involved. This serves as an opportunity for staff to ensure recovery, both physically and emotionally, and to review the incident for any potential learning opportunities. The key points of the post-incident review must be recorded in the appropriate section on ClearCare. The review should be conducted by the Registered Manager, Lead Teacher, or Responsible Individual (if the registered manager or head of school was involved in the incident). Incident reviews can also occur after incidents that do not involve physical restraint. Staff members who have been involved in an incident involving physical intervention should have access to support from colleagues and line managers as needed.

If the need arises staff can also access the employee assistance support programme, to access counselling support. This can be organised through HR.

The Registered Manager or Lead Teacher will ensure that each incident is reviewed and investigated as necessary. If additional action is needed regarding a staff member or student, it will be handled through the appropriate procedures:

- Review of the young person's Behaviour Support Plan/Individual Risk Assessments
- Any relevant Safeguarding Procedures (this may involve investigations by Social Services or the Police)
- Notice served or termination of placement; in the case of violence or assault against a member of staff or another young person this may be considered

In certain cases, additional training or professional support for staff may be needed if it is determined that the incident could have been handled more effectively or appropriately.

External trips and visits

If an incident of inappropriate behaviour occurs outside of the home or school premises, staff will try to de-escalate and minimise the incident at the time and follow

up on it when returning to the home. The company's equal opportunity policy states that all young people should be included in all activities, but health and safety remain a priority. Staff should conduct risk assessments for each young person before each visit in the community and take into consideration the following factors:

- Is the young person able to cope with the demands of the proposed trip/visit?
- Are there suitable numbers of trained and experienced staff – consideration must be given to what would occur if there should be an incident
- How will you contact the home to access extra help if necessary and how will you get back?
- Staff ID to be carried at all times whilst out of the home.

When a member of the public reports poor behaviour by a young person outside of the home, the Registered Manager will investigate the situation and determine, as much as possible, what occurred. If appropriate, an appropriate consequence will be implemented.

Monitoring incidents

Monitoring incidents helps to ensure that staff are adhering to proper procedures and can be used to identify patterns and inform planning to address the specific needs of the young person. The Registered Manager or Lead Teacher monitors incidents as they occur or at least on a weekly basis. The Regulation 44 Independent Visitor also monitors incidents. The Registered Manager also documents all incidents in their Regulation 45 report.

If staff members involved in an incident have concerns about the management or techniques used by their colleagues, post-incident reviews should be used to address them in the first instance as appropriate. Staff are reminded that part of their duty of care to young people includes reporting any concerns related to the management and welfare of the young people. Such concerns should be brought to the attention of the Registered Manager, Lead Teacher, Responsible Individual, Regulation 44, or Ofsted, in accordance with the procedure outlined in the Child Protection and Safeguarding Policy on whistleblowing.

Complaints

At Admission, parents/carers/significant others and social workers are informed of relevant policies and complaint procedures. Young people are made aware of the complaints systems in place. Where the nature of any complaint made by a young person, parent or other person is in relation to the use of Physical Intervention a full investigation will take place under the Cameron & Cooper Limited complaint

procedures (see Staff Disciplinary, Grievance and Whistleblowing Policy and Procedure and Complaint's Policy)

Positive Reinforcement/Rewards

Positive reinforcement is a fundamental aspect of our work with young people and is most effective in the context of a relationship. However, some young people may require more tangible rewards and reinforcements, at least for a brief period. For example, an immediate positive reward for attending school or cooperating during mealtimes.

When trying to motivate a child using this approach, it is important to find something that is important to them at that particular time. The "reward" must be significant enough to help them overcome previous behaviour patterns. The reward may not be grand, but as long as it is meaningful to the individual, it has the potential to act as a motivator.

Tangible rewards, when used appropriately, can be a valuable tool in motivating children. However, they can only modify behaviour while the reward is available. Children should be encouraged to want to produce the desired behaviour for its own sake.

When using any system of rewards, it is important that the child understands the specific improvements in behaviour that are expected. Expectations placed on young people should never be beyond their capabilities; start small and encourage progress in the right direction.

Over time, young people at Cameron & Cooper Limited will be encouraged and supported to acquire the skills and level of responsibility and freedom that is within their capabilities and understanding, which will improve their self-image and confidence.

Whenever possible, young people will be involved in monitoring and reviewing their plans and in agreeing to new objectives and strategies (Regulation 14, Care Planning).

Rewards should be used to reinforce and encourage positive behaviour among young people. Young people should be encouraged to take ownership of reward systems and actively participate in creating them. Rewards and targets are based on the individual young person, and progress is also individual, as each young person will have different abilities and a blanket system would be inappropriate. Rewards are used to recognise good behaviour, effort, or attitude and to promote self-esteem and motivation for the young person concerned.

Some examples of appropriate rewards:

- Verbal praise

- A small monetary reward (earned over an agreed period of time)
- A bedtime extension
- A trip or activity i.e., the cinema
- A poster or magazine

This is not an exhaustive list, and the reward must be reflective of the young person's needs.

Permissible consequences

Staff at Cameron & Cooper Limited will respond positively to acceptable behaviour and will address unacceptable behaviour with constructive, approved consequences or consequences in line with the Guide to the Children's Homes Regulations and quality standards, to assist young people in developing appropriate behaviour.

Consequences should only be given when deemed appropriate for the individual young person and the circumstances of the unacceptable behaviour. The needs of the young person and the context of the behaviour should be considered. The goal is for the consequence to be fair, appropriate, effective, and an opportunity for learning.

When a consequence is implemented, it should be discussed with the young person. Staff should provide an explanation for why the behaviour is unacceptable and the impact on themselves and others, in order to promote understanding, responsibility, and awareness. The young person should be encouraged to endorse and comment on the consequence within the agreed recording process, such as incident reports and/or the consequences section on ClearCare. If the young person refuses to sign or make a comment, this should also be recorded on the appropriate documentation.

The home maintains a record of all permissible consequences and rewards given to individual young people. We strive to ensure that any consequence reflects the behaviour that led to it and relates directly to the incident. The consequence should aim to reduce the recurrence of the behaviour and reflect the needs of the individual young person. A restorative discussion should be conducted to promote this and hopefully reduce the likelihood of repeat negative behaviour becoming a focus of attention. Consequences must be consistently and fairly applied and as close to the incident as possible. The recording of the consequence should be completed within 24 hours of the incident of inappropriate behaviour. Any measures used to respond to unacceptable behaviours are appropriate to the needs of the young person, considering their age and level of understanding. Consequences are formed on establishing positive relationships with children and are designed to help the young person.

On admission, young people will be given a copy of the children's guide, and key workers/staff will discuss acceptable behaviour during individual key working time and through group meetings/discussions. This will ensure that information is appropriately given to all young people about the expectations of behaviour within the home, any rules they are expected to keep, and what consequences are used and how they relate to unacceptable conduct. This information should also be made available to parents/carers/significant others and placing authorities via the Admissions and Placement meetings.

Examples of permissible consequences:

- Verbal Reprimand
- Reparation/Restitution
- Loss of Privileges or Leisure Activities
- Reducing Pocket Money Withholding Pocket Money
- Time out Loss of free time
- Additional Tasks

Unacceptable Consequences

At Cameron & Cooper Limited, staff and others do not use any unreasonable, unusual, or excessive consequences, including any consequence intended to cause pain, anxiety, or humiliation to the young person. Additionally, none of the following are used as punishment:

- Corporal Punishment
- Deprivation of Food or Drink
- Restriction or Refusal of Visits / Communications
- Requiring a Child to Wear Distinctive or Inappropriate Clothing
- The Use or Withholding of any form of Medical or Dental Treatment
- Intentional Deprivation of Sleep
- Impositions of Fines
- Intimate Physical Searches
- The Use of Accommodation to Physically Restrict the Liberty of Any Young Person (except in premises approved by the Secretary of State for use as secure accommodation)
- Physical Restraint
- The Use of Verbal/Intimidation
- Group Punishment
- Cancelling or postponing family contact:

Recordkeeping

A record of all significant consequences applied within the home is kept in an individual electronic log on ClearCare. The record must be made within 24 hours, and all sections must be completed in full, including:

- the date and location of the incident which lead to the consequence being applied,
- the name of the child
- Staff name imposing consequence.
- What is the consequence, was this a natural/imposed consequence?
- What is the duration of the consequence?
- What is the reason for the consequence?
- Does this need reviewing does the child have the opportunity to earn it back?
- Has any direct work taken place?
- Has any restorative work taken place?
- Young person's comments,
- Outcome and was the consequence effective?

When consequences are imposed, young people should be encouraged to have their views recorded and managers should monitor whether the consequence was appropriate (via the consequence monitoring form on Clear Care). The home record of consequences are regularly monitored by the Registered Manager/Deputy Home Manager. The Regulation 44 Independent Visitor reviews and provides written comment on the use of consequences during visits to the home. **Physical intervention should not and must not be used as a punishment or consequence.**

Contacting the Police

Relationships with the Police and Planning for Change

Everyone involved in caring for young people must work in cooperation with the police and should seek their advice on matters of concern, security, and crime prevention. Criminal behaviour should not be condoned, but it is important to be aware of our duty to consider the overall welfare of young people, which may mean accepting that illegal activity is taking place and working to reduce risks and consequences.

Unless otherwise specified in writing, such as in a child's Placement Plan, any suspicion on the part of the staff that a young person has or is likely to commit an offence must be discussed with the registered manager/on-call manager, who should consult the child's social worker if the behaviour is persistent or serious.

Any decision to report matters to the police or consult them should normally only be taken in consultation and direction from the registered manager/on-call manager and the young person's social worker/EDT.

If there are concerns that a young person is engaged or likely to be engaged in offending behaviour, measures must be adopted to reduce or prevent it. Where the behaviour is persistent or serious, the young person's behaviour support plan/individual risk assessment record must include a summary of the concerns and the strategies being adopted to change the behaviour.

In this respect, other agencies, including the police, may be involved. Consideration must be given to whether this should be with the Police Public Protection Unit or the Police emergency services and or the Youth Offending Service.

If necessary, the young person's behaviour support plan/individual risk assessment record should indicate whether and under what circumstances the police should be contacted in.

Managing Serious Disruption

The staff at Cameron & Cooper Limited are expected to do everything reasonably possible to support young people placed within the home or school, including managing confrontational and disruptive behaviour.

As a last resort, Physical Intervention can be used to prevent young people or others from being injured or to prevent significant property damage. If there is potential for significant injury or if the potential damage is serious, physical intervention can also be used. However, if this is not possible or control is lost and the risks of injury or damage increase, then the Police may be called for support.

If possible, the Registered Manager/On-call Manager and the young person's social worker/EDT should be informed and give authorisation for such action. However, if this is not possible, staff should act as they see fit and inform all relevant parties as soon as possible thereafter.

Theft or Damage to Property

If staff suspect that a young person may be engaged in or likely to engage in criminal behaviour, they must take action to prevent the behaviour. This may involve taking measures to repair, recover, or restore property rather than contacting the police. If the offending behaviour is serious, persistent, or involves significant property damage, then the police can be contacted - this could be the emergency services or the Police Public Protection Unit depending on the nature of the offence or circumstances. Unless there is an immediate risk that a serious offence may occur, the Registered

Manager/On-call Manager and the young person's social worker/EDT should be consulted before a decision is taken to contact the police.

Violence/Assaults

In order to address and prevent violent behaviour in a young person, a comprehensive plan must be put in place, including a Behaviour Support Plan or individual risk assessment record. Additionally, staff should strive to provide a safe and positive living environment for young people. If necessary, immediate action such as physical intervention may be taken to prevent violence or assaults.

Reporting Violence/Assaults to the Police

The Police should not typically be notified unless the violence is severe, poses a threat to life or limb, is recurrent, or the victim wishes to file a complaint. If a victim chooses to file a complaint, they should be informed of the potential implications and consequences for all parties involved. If the victim does proceed with contacting the Police, they should be provided with support and guidance by the designated manager or responsible individual.

Notifications and Recording

If the Police are summoned to assist in handling an incident at the home, the social worker/EDT of the young person and the designated manager or on-call manager must be notified as soon as possible thereafter. Regardless of whether or not the Police were involved, all records of the incident must be documented and stored on ClearCare. If the incident meets the criteria outlined in the Notifiable Events Policy, the registered manager should provide copies of the incident record to the Placing Authority and Ofsted.

Monitoring of this policy

The Senior Management Team/Registered Manager will review this policy on an annual basis. During each review, the responsible individual will also be consulted. The Registered Manager and Lead Teacher will ensure that all staff members read and sign the policy upon completion of the review and any updates.

