



Behaviour policy for working with children

Unique Support for Unique People (US4UP) are acting in a position of trust and authority and have a duty of care towards the children and young people we work with. US4UP are likely to be seen as a role model by young people and are expected to act appropriately. This includes behaviour that takes place outside the organisation and behaviour that takes place online. Unique Support for Unique People see parents and carers as important in encouraging positive behaviour and will involve them as appropriate.

US4UP understand that behaviour is a communication of a need. I have been trained in STEPS which promotes positive behaviour strategies by keeping the child regulated through communication and understanding. Trust and mutual respect is necessary in enabling this to be effective by building positive relationships. The child will always have the consistency of having the same provider to work alongside them. By gaining understanding of the child, US4UP will use suitable language, know what may trigger the child and know how supportive language is solution focussed. We will discuss what behaviour we would like to see as opposed to what negative behaviour we don't. The best interests of the child are prioritised at all times.

To ensure safety of the child and US4UP all children have risk assessments in place for having sessions in the family home. If US4UP are taking the child into the community, then a new unique risk assessment is created and submitted to the

commissioner before the activity can be approved and go ahead. If and when the child becomes dysregulated, all strategies are considered before taking further action ie; behaviour incident form or terminating the session. Reasonable force can and will be used if a child is at risk of harm to themselves, others or myself. However, this is after exhausting all other strategies and is in line with 'Reducing the need for restraint and restrictive physical intervention, June 2019'. Incidents will be recorded on US4UP's 'Behaviour Incident Form' this will be shared with parents, professionals involved and be used for safeguarding purposes as appropriate. However, we aim for proactive, preventative, non-restrictive approaches. Examples of de-escalation strategies may include;

- Calming communication and body language
- Giving space
- Empathy
- Validating feelings
- Offering choice
- Avoid triggers
- Slow movements

US4UP make reasonable adjustments for children with SEN (Special Educational Needs) by making learning and support flexible and adaptable at all times when needed. This enables the child to feel safe, remain regulated and more likely to engage in planned activities. Examples of these adjustments may include;

- Providing quiet spaces
- Use sensory aids
- Visual aids
- Simplified language
- Change the session to suit the needs of the child at the time

US4UP builds a rapport with customers, forming a trusting relationship. Having a good understanding of the child enables recognition of changes in behaviours that can be related to safeguarding concerns. Signs that may be evident may include;

- Distress, anger, tearfulness
- Low self-esteem

- Withdrawal
- Change in the child's normal psychological state
- Uncooperative or aggressive behaviour
- Weight loss/ gain
- Insomnia
- Change in behaviour when a particular person is present

Any changes will be observed, discussed with the child and parent if appropriate to do so, documented and shared accordingly. Advice on Safeguarding will be sought as and when necessary.

US4UP are responsible for:

- prioritising the welfare of children and young people
- providing a safe environment for children and young people
- ensuring equipment is used safely and for its intended purpose
- having good awareness of issues to do with safeguarding and child protection and taking action when appropriate
- following policies and procedures- including safeguarding and child protection
- staying within the law at all times
- modelling good behaviour for children and young people to follow
- challenging all inappropriate behaviour

Respecting children and young people- US4UP will:

- listen to and respect children at all times
- value and take children's contributions seriously, actively involving them in planning activities wherever possible
- respect a young person's right to personal privacy as far as possible
- if you need to break confidentiality in order to follow child protection procedures, it is important to explain this to the child or young person at the earliest opportunity.

Diversity and inclusion, US4UP will:

- treat children and young people fairly and without prejudice or discrimination
- understand that children and young people are individuals with individual needs
- respect differences in gender, sexual orientation, culture, race, ethnicity, disability and religious belief systems, and appreciate that all individuals are unique
- challenge discrimination and prejudice
- encourage young people and adults to speak out about attitudes or behaviour that makes them uncomfortable.

Appropriate relationships, US4UP will:

- promote relationships that are based on openness, honesty, trust and respect
- avoid showing favouritism
- patient with others
- exercise caution when you are discussing sensitive issues with children or young people
- ensure your contact with children and young people is appropriate and relevant to your involvement in meeting their needs
- only provide personal care in an emergency and make sure there is more than one adult present if possible

Inappropriate behaviour when working with children and young people- US4UP will not:

- allow concerns or allegations to go unreported
- take unnecessary risks
- smoke, consume alcohol or use illegal substances
- develop inappropriate relationships with children and young people
- make inappropriate promises to children and young people

- engage in behaviour that is in any way abusive, including having any form of sexual contact with a child or young person
- let children and young people have your personal contact details (mobile number, email or postal address) or have contact with them via a personal social media account
- act in a way that can be perceived as threatening or intrusive
- patronise or belittle children and young people
- make sarcastic, insensitive, derogatory or sexually suggestive comments or gestures to or in front of children and young people.

Smoking and substance misuse at work

Legislation now exists which makes it illegal to smoke in enclosed public spaces.

Smoking (including vaping) is therefore strictly prohibited in customer's homes.

US4UP will not smoke in line of sight of any customer or customers family we are supporting.

Bringing alcohol or any unlawful drugs to the workplace, and/or imbibing them there is strictly prohibited both during work time or during a period prior to work where the effects carry over to the workplace.

Presentation:

- US4UP will be suitably dressed for their work and responsibilities. usually wearing a uniform and flat footwear
 - Smart clothing may be worn when attending meetings
 - When taking children swimming, a full, modest costume will be worn.
- Maintaining awareness when entering cubicles, toilets and changing areas

Policy to be reviewed January 2027