Behaviour Support Policy

Policy Management	
Policy Created: *July 2025*	Document Location: ☒ *Bee-Able CIC website* ☒ *Hard copy in red folder on top shelf of locked cabinet in office* ☒ *Electronic copy on OneDrive > Documents > Policies*
Date of Last Review: *July 2025*	
Date of Next Review: *July 2026*	
Responsibility: *Manager, Bee-Able CIC*	Name: *Sharon Senior*
Signed:	Date:

## 1.	Purpose

This policy describes how we promote positive behaviour and support children, young people and adults to manage their feelings safely and respectfully.

## . 2.	Our Principles

We believe:

- ☑ Behaviour is a form of communication

- ☑ Everyone deserves understanding and respect

- ☑ Positive relationships are key to supporting behaviour

## 3.	Our Approach

We will:

- Create safe, predictable environments

- Use positive reinforcement

- Set clear, consistent expectations

- Offer choices and encourage participation

- Support individuals to express their needs appropriately

- Work with families to understand triggers and strategies

4. Unacceptable Responses

Staff and volunteers must never:

❌ Use physical punishment or restraint (unless in an emergency to prevent harm)

❌ Humiliate, shout at, or intimidate service users

❌ Withhold basic rights or needs as punishment.

5. Behaviour Support Plans

Each service user has an individual support plan in place which may include:

- Known triggers

- Preferred calming strategies

- How to respond to behaviours safely and consistently

Support plans are reviewed regularly and updated with the person and their family/carers.

6. Staff Training

All staff and volunteers receive training in:

- Positive behaviour support

- De-escalation techniques

- Safeguarding

7. Recording Incidents

We record all significant incidents factually and share information with parents/carers as appropriate.

8. Monitoring and Review

We will review our practices regularly and this policy every year to make sure it stays relevant and effective.