

Behaviour Management Policy

It is the Policy of St Chads Communication Centre Trust to ensure respect constitutes the basis of all relationships within the St Chads community. Such respect includes that for others' points of view, values and beliefs and maintaining a non judgemental attitude.

We will do this by ensuring:

- All tāngata whaikaha, family and whanau members are aware of the rights and responsibilities associated with being a member the St Chads community
- Tāngata whaikaha and staff can operate in a safe and secure environment that enhances tāngata whaikaha development and staff wellbeing
- We address unacceptable behaviour which may interfere with, restrict or prevent the functioning of activities at St Chads or which may compromise personal safety for staff (both paid and voluntary) and/or tāngata whaikaha of St Chads
- Behavioural issues with people with an intellectual disability are to be considered as an attempt at communication and efforts are to be made to understand the person's needs.
- If extra support is required to manage certain behaviours, the General Manager together with family / whanau will work together to identify an appropriate agency and to liaise with that agency to provide advice / assistance/ training as appropriate

This Policy is for the benefit of tāngata whaikaha and staff (both paid and voluntary)

The General Manager is responsible for ensuring this Policy is adhered to and any non-compliance with this Policy may be included in performance and appraisal processes at the discretion of the Board Chairperson.

Guidelines:

- Client behaviour expectations are clearly outlined in the 'Welcome to St Chads' booklet
- Unacceptable behaviours include, but are not limited to; verbal abuse, bullying, text or social media/online bullying, threatening (intimidating) behaviours, hitting/ punching or other physical abuse of others
- A complaints procedure is understood by clients. This involves speaking to the individual's key worker or another member of staff if at any time a client feels uncomfortable as a consequence of someone else's actions
- A client who has infringed behavioural expectations will be sent home immediately unless a specific Behaviour Management Plan is in place in which case the provisions from that will be enacted. The initial consequence will be for one day. A behavioural management plan with the person, the family and St Chads must be put in place. The Trust Chair is to be informed for all stand downs of longer than one day, or if there are mitigating factors or if there is consideration about cancelling an enrolment due to behaviour concerns
- Following discussion by the General Manager, Trust and family/caregiver this may be extended to a week or in an extreme situation, the client may be asked to leave St Chads community

- Clients with challenging behaviours will be supported where possible to manage their behaviour. Challenging behaviours must be discussed with family/caregivers as soon as they are noticed, and an agreed support plan devised for all parties to work with a common understanding
- Challenging behaviours include (but are not limited to) non-cooperation, anxiety, withdrawal, excessive quietness, dominating behaviour, over-assertion, lying, stealing, sexualised behaviours, soiling by intention and others
- Staff will be assisted to identify and understand the behavioural implications of particular disabilities
- Any behavioural interventions will be the least invasive intervention possible to achieve safety for clients and staff

Conclusion:

A positive safe environment is one where clients and staff can operate to enhance clients' daily life in which there is opportunity for personal development, making choices and to be supported.

Supporting Documents and Policies:

This Policy should be read in conjunction with the following:

- Behaviour Management Procedure where an 'Unacceptable Behaviour' incident has occurred
- Enrolment Form
- 'Welcome to St Chads' Booklet
- Health and Safety Policy

Policy Review:

This policy is to be formally reviewed every two years.

Document Control Parameters:

The provisions of this Policy supersede and replace all previous Behaviour Management Policies, procedures and guidelines.

Date ratified: July '03	Date reviewed: March 2021	Next review: March 2023
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