

INSIDE OUT

BUSHCRAFT
& ADVENTURE



POLICY

Behaviour Management

Version 2024.1



INSIDE OUT EDUCATION

STATEMENT

This policy is designed to outline the response of Inside Out Education Ltd and its policies to challenging behaviour. We are an Equal Opportunities company and therefore make every effort to support children and staff regardless of their background. It is important to realise that on the majority of occasions, negative behaviour has a cause. This could be due to feeling penalised unfairly, disrespected or even threatened/scared. It could be that behaviour is a direct result of emotional, psychological or medical need. Therefore responses to behaviour, and managing it should be managed carefully and in proportion to the incident.

Section 1 | Commitments

1.1 As a company, Inside Out Education Ltd is committed to supporting individuals to:

- conduct themselves in a way that is deemed socially and morally acceptable.
- develop self control and self respect, growing with positive confidence.
- recognise that positivity is recognised with positivity.
- respect themselves and each other, supporting each other through emotional, physical and psychological challenges.
- develop a resilience that can be taken to all areas of life.

1.2 It is an underpinning value within the company to be non-discriminatory and fair to everyone. As such all staff and participants are expected to recognise fairness with each other and themselves.

1.3 To ensure that participants can feel successful in managing their behaviour, Inside Out Education Ltd employs the following four rules, that have been deliberately designed to be understandable and promote equality, teamwork and fairness between everyone (including staff to staff, staff to participants and between participants to participants):

- There is to be no misconduct or inappropriate behaviour in/or around the toilet block.
- Participants must remain within the boundaries of the site, recognising

that any breach of these boundaries can lead to harm or trespass.

- Participants should respect the instruction and decisions of the staff at Inside Out - following instructions carefully and accepting where decisions have been made.
- Participants should under no circumstances put themselves or anyone else in deliberate danger; or prevent other individuals from having fun.

Section 2 | Managing Challenging Behaviour

2.1 In responding to bad behaviour it is important to acknowledge that something has happened and ask questions that do not immediately associate blame.

2.2 Remain calm in response to a situation.

2.3 Talk calmly to all involved and ensure that where there is a cause, it is identified fairly and explained to all involved.

2.4 On the majority of occasions, children work in teams on Inside Out events. Points can be removed for behaviour, providing it is carefully explained why the points are being removed and how they can be earned back in return. The focus is always on self development and positivity. Never finish on a negative.

2.5 Long winded persecution can quickly move from feeling fair to feeling unfair. As



such, it is important to move on once an incident has been dealt with. Both for the children and the staff.

2.6 No child is ever to be sat out of an activity. As such, if an adult feels it is unsafe for one child to undertake an activity, it should be altered or cancelled altogether. This is not penalising the innocent, but ensuring that everyone has an equal opportunity, and recognise their value as a team and an individual.

2.7 In rare circumstances, it may be that staff have found that a child is constantly putting themselves, and/or others in danger. In these circumstances the decision should be made to send the child home. Safety in this situations remains paramount.

Section 3 | Anti-Bullying Policy

3.1 As much as the company enforces a strong approach to equal opportunities, it is important to note that the company has a strong stance on 'bullying'. Consistent and confirmed bullying from staff to staff, staff to child, child to staff or child to child is strictly prohibited.

3.2 Fair chance should be given for the individual involved to understand their actions, and take action to rectify them.

3.3 In cases where 'bullying' is confirmed and persistent then the individual should be removed from the situation. For staff, see Disciplinary Procedure Policy.

3.4 The conversation should be had with the parent also. Explaining clearly what has been found to be happening, and how measures were taken to correct it.

Section 4 | External Setting Behaviour Management

4.1 It is the policy and belief of Inside Out Education Ltd, that children will always respond better to consistency; and individuals they already know and trust. As such, when it comes to external settings where children may be visiting for a limited period of time - the behaviour management and emotional support for children remains the responsibility of external setting staff (that know the children better).

4.2 The rules of Inside Out Education Ltd will be made clear as part of an initial site tour when external settings arrive. It is the responsibility of external setting staff to ensure that they are familiar with these rules and support their students to adhere to them.

4.3 Inside Out Education Staff are employed to deliver activities safely and in an environment where they feel they can deliver activities safely. Therefore, if staff at Inside Out do not feel that behaviour is managed appropriately, inline with the rules of Inside Out Education Ltd or safely; then staff have the right to alter or refuse provision.

Section 5 | Review

This policy is subject to annual review, or sooner if circumstance or incidence requires.

Reviewed by S.G (09/01/2024)