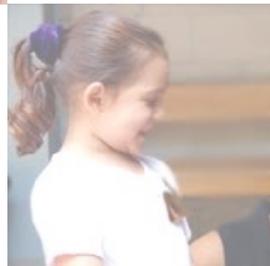
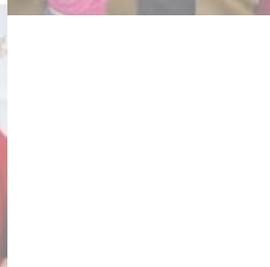
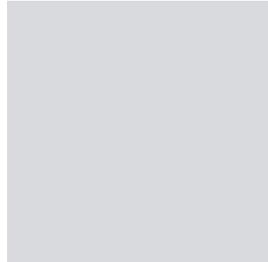


leominster Baptist Church

BEHAVIOUR POLICY



Behaviour Policy

Leominster Baptist Church values all young people regardless of their abilities and disabilities. We understand that young people may sometimes behave in ways that create challenges. We therefore aim, through a consistent and fair policy of behaviour management, to establish a happy, secure and positive environment in which each child and young person may develop his or her full potential.

Purpose

The purpose of this document is to set out agreed actions and guidance for our youth workers and volunteers on how best to promote positive behaviour amongst the children and young people we encounter in order that they can get the best out of the activities they participate in.

Responsibilities of the church

- To provide youth leaders with access to sufficient guidance and training regarding best practice
- To provide an environment with a positive ethos where young people can feel safe without fear of threat or harm from others.
- To monitor the welfare and wellbeing of young people with whom they are working, taking appropriate action, which may include referral to other agencies.
- To build relationships with parents in order to provide effective solutions to difficult problems.
- To monitor the effectiveness of the church's policies.
- To liaise with other relevant agencies in order to provide co-ordinated support to children, young people and their families we encounter.

Values

Leominster Baptist Church believes that:

- Youth workers and volunteers have the right to work without threat, fear or significant interruption.
- Recognises that youth workers and volunteers have a responsibility to act with respect for colleagues and young people.
- Young people have the right to take part in the youth activities at church without threat, fear or significant interruption.
- Recognises that young people have a responsibility to act towards others without threat, menace or imposition.
- Acknowledges that young people's behaviour and discipline at the church's youth activities plays a part in raising standards of achievement and increasing social inclusion.
- Endorses guidelines that include a range of positive strategies to encourage appropriate behaviour and provide structured approaches to deal with disruptive behaviour.
- Is committed to supporting youth workers in tackling disruptive behaviour through training, advice, support and action, as appropriate.

Practice

- When dealing with parents over behavioural issues, the need for sensitivity is very important.
- The church needs effective and well-understood arrangements to support youth workers dealing with staff and young people around issues concerning behaviour and discipline.
- Youth workers and volunteers have a duty to take measures to prevent all forms of bullying and have guidance in place for staff. Recording systems also need to be established for instances of harassment or bullying.
- Exclusion should only be used in response to serious breaches of this policy, once a range of alternative strategies have been tried and failed. It should be a last resort and used only in circumstances when allowing the young person to remain at the club would seriously harm the well being of the young person or other young people and staff. A system of monitoring and evaluating the use of exclusion needs to be developed.
- Youth work staff should implement pastoral support plans when there are significant concerns that a young person is at risk of exclusion.

Code of conduct

Youth leaders and young people will work together to produce a code of conduct.

- Treat everyone as you would like to be treated yourself. Being friendly, kind and considerate to others helps make the youth club a happy place.
- When leaders are talking, be respectful of whoever is talking and listen to what they are saying.
- Don't use language which may offend others.
- Everyone should take care of their own property and be respectful of other people's property.
- Everyone should walk in and around the building (unless playing sports); running and pushing causes accidents. No smoking, drinking alcohol or drugs.
- No fighting, swearing, bullying.
- Respect each other, staff, building and equipment.
- Do not take anything away that does not belong to you.
- Everybody must be included.
- Do not go in the kitchen without a leader.
- Public display of affection with your significant other while at church functions is inappropriate. This detracts from our purpose.
- For the safety and well being of all, every meeting and event has physical boundaries. Stay within those boundaries.
- During study time, you must remain seated to avoid disrupting the group with the exceptions of emergencies (please use the restroom prior to Bible studies and Worship services) and turn all cell phones and electronic devices off.
- Clean up after yourself.
- Most importantly Have Fun!

Leominster Baptist Church will not tolerate certain behaviours, these include:

- Bullying
- Swearing
- Fighting
- Racism
- Name calling
- Spitting
- Vandalism
- Stealing
- Alcohol and drug use or dealing

Young People will agree to the following agreements:

- I will respect myself, other people, other people's property, and the church property.
- I will be an encourager, not one who ridicules, makes fun of, or criticises.
- I will deal peacefully with anger and disagreements.
- I will participate and contribute in a positive way in all group activities and obey the instructions of the youth ministry staff.
- During services and Bible studies I will show respect by not causing disruptions and not talking unless called on to respond.
- I will use language in positive way. I will not use curse words or other foul language.
- I will keep my hands to myself and not use them to hurt, annoy, offend or touch others inappropriately.
- In addition, physical displays of affection such as kissing, full body hugs, sitting on laps, and lying or sleeping next to each other are inappropriate and being isolated or alone with others is not allowed.
- I will wear modest clothing. No clothing that is sexually suggestive.
- I will use phones, iPods, cameras or other personal electronic or entertainment devices during during the designated times in the activities. Again on some trips the devices are allowed but may only be used during designated times.

- I will stay with the group at all times. For example, if we are having a meeting in the youth centre, I will not leave the church premises. If we are on a trip, I will stay with the group or in a small group of no less than three (if instructed to do so).
- I will not leave any activity, service, or trip before its ending time without approval from a parent or guardian “in person” or by phone.
- I understand that teen drivers are not allowed to carry other teen passengers to a youth ministry meeting, activity, or trip without prior written consent from a parent or guardian. Sibling passengers are at the discretion of the parents and do not require written consent. Teen drivers are not allowed to drive along with or behind the group on youth trips.
- I will not possess any weapon (including knives, bats, air guns) at any youth ministry activity at the church or away.
- I will not use, possess or be under the influence of alcohol, tobacco, marijuana or other illegal drugs at any youth activity.
- I will not engage in sexual intimacy or sexual harassment, and will not possess pornography at any youth ministry activity.

Behaviour Management

Celebrating positive behaviour

Leominster Baptist Church believes that good behaviour should be recognised and praised. Youth workers and volunteers will:

- Recognise and highlight good behaviour and genuine achievement as it occurs.
- Ensure that children and young people are praised for behaving well.
- Explain, and importantly demonstrate, the behaviour we wish to see. We will recognise that our behaviour will influence the behaviour of the young person.
- Let parents and carers know about their child's/young person's good behaviour.

Addressing inappropriate behaviour

Young people will be made aware of the sanctions liable to come into effect should they break the code of conduct or display continual bad behaviour. Most cases will be dealt with without the need for formal sanctions.

Sanctions may include:

- A word from the youth worker about the specific incident or series of incidents.
- Remove the young person from the group session.
- Loss of privileges (e.g. can't share in games).
- Involvement of the group leader/pastor.
- Payment for deliberately damaged equipment or possessions.

Parents/carers will always be involved at an early stage if there are concerns about a young person's behaviour.

In extreme and very rare circumstances we may:

- Temporarily exclude a young person
- Consider permanent exclusion from the youth club. Exclusion will only be considered after all other possible avenues have been explored.

Disruptions during club

We are able to have a good time, joke, and have fun in our meetings. Some young people, however, occasionally take it too far and disrupt our meetings, causing others to be distracted from the activities. In these cases, we follow these progressive disciplinary steps:

- A word from the youth worker about the specific incident or series of incidents.
- Continually disruptive students will be separated from their friends. Our workers are to move the disruptive young people to another place, away from their friends.
- After being separated on any given week, if the student continues with the negative behaviour, the student will be asked to leave the meeting and an adult worker will phone the parents/guardians to pick up the student early.
- Discussions will be held with the parents.
 - There are circumstances where children do not wish to attend but are forced to come and so exhibit bad behaviour. When this is the case we will discuss with the parents the appropriateness of the child attending the group and establish a way forward.
- If, when the student returns the next time, he or she continues the disruptive pattern, the student will be given a cooling off period away from youth ministry activities for two weeks.
- If, the student causes further disruption when returning from a cooling off period, we will discuss the situation with the parent to find a resolution whilst the student will be suspended indefinitely. Again exclusion will only be considered after all other possible avenues have been explored.

Dangerous and Seriously Disruptive Behaviour

1. When a child does experiment with dangerous behaviour, we suggest a positive alternative and a brief, age-appropriate explanation.

2. When a child experiences negative feelings such as anger, our staff will aim to acknowledge and accept feelings directly, and help the child process them.
3. When a child's actions interfere with another person, we use the opportunity to help each child understand the feelings, rights, and alternatives.
 - a. For the youngest children, the adult verbalises these things ("Tommy is sad because it hurt when you pulled his hair, and he does not like that. Touch him gently".)
 - b. Older children learn to express their feelings and requests for themselves, with plenty of adult support and encouragement.
 - c. Children are also encouraged to find solutions to problems. ("You both want to play with those blocks; I wonder what you can do.")
4. When children are not ready to accept the limits that are necessary to protect themselves and others, we find alternatives such as redirection to another activity, another area of the room or garden, or removing the child from the group for a calming-down time with one of the leaders.
 - a. We want to work closely with parents to help your child learn behaviour limits, and will always notify you of any situation that has required special attention.
 - b. We want parents to know that the child receives immediate feedback at the clubs, and further action on the parent's part is not expected for the specific incident. By sharing information, parents and leaders can develop strategies to help the child.
5. From time to time, we may need to protect the physical and emotional safety of a group by removing a child who is not ready to manage his or her behaviour. If a child's behaviour management issues reach such a point, the parent will be called to pick up the child for the rest of the session (parents are normally forewarned that this may occur).
 - a. If the issues is not resolved after one or two such occurrences we will continue to work with parents to find solutions that maintain the safety of the group and staff, while helping the child and family as much as possible.
6. At no time will the following be permitted:
 - a. corporal punishment,
 - b. punishment that causes humiliation,
 - c. fear,
 - d. pain or discomfort,
 - e. locking children in an area or using mechanical restraints,
 - f. associating punishment with illness,
 - g. toilet training,
 - h. removing food or rest,
 - i. or the use of verbal abuse, threats or derogatory remarks about a child's family.
7. Parents are encouraged to communicate frequently with leaders about expectations for their child's behaviour. Concerns about serious behaviour problems will be documented by the staff and volunteers on incident report forms and shared with the child's parents.