



Behaviour Policy

It is The Copper Academy's duty to ensure that children's/young adult's behaviour is managed effectively and consistently in a manner that is appropriate to their stage of development. Children/young adults will be supported to develop self-regulation skills, and The Copper Academy's approach to managing their behaviour will focus on recognising and naming feelings, identifying and reducing potential stressors, and teaching children/young adult's the skills they need to respond appropriately. All children/young adults in our care will be treated with respect and supported to understand the ground rules for behaviour. The academy will actively encourage positive behaviour through praise and recognition and will use appropriate techniques to manage unwanted / stress behaviours. Physical punishment will never be used or threatened. The Copper Academy encourage's partnership working with parents, to ensure a fair and consistent approach to behaviour management and believe that good communication is vital to this process.

Behaviour Procedure

On admission to The Copper Academy, children/young adults and parents will be made aware of the ground rules for behaviour. These will be explained to the child/young adult in an age appropriate manner, using suitable language to aid their understanding of what is expected and why the rules are important.

Goals for behaviour will include:-

- Be kind to each other
- Look after the equipment and the environment
- Listen to instructions
- Help to keep all areas tidy

Boundaries for behaviour will include:-

- No shouting or using rude language
- No aggressive or intimidating behaviour

In cases where a child/young adult display unwanted behaviour, the academy will apply the 5 steps of self-regulation:

1. Reframe the behaviour – ask why? Recognise the difference between stress behaviour and misbehaviour.
2. Recognise the stressor – look for obvious as well as hidden stressors affecting the child.
3. Reduce the stress – lower the stress load by reducing or removing the stressor.
4. Reflect – enhance children’s stress awareness by supporting children to recognise ‘calm’ as well as other emotional states they experience.
5. Respond – develop strategies to promote restoration and resilience. These will be personal to each child, so teach adaptive coping strategies that they can choose from and apply, to restore energy.

The Copper Academy intends to be place where we are positive role model for the child/young adult’s in our care and demonstrate appropriate behaviour at all times. The academy will take action to empower children, using praise and recognition to help build a positive self-image and raise their self-esteem. The academy will give children appropriate levels of responsibility to support their independence and promote their right to free choice. Children/young adults will be supported to express their feelings in a safe and appropriate manner, ensuring they are listened to and respected.

If any staff member observes a situation which could lead to unwanted behaviour, we will aim to diffuse the situation before it escalates, reducing or removing stressors where possible. Where appropriate, children/young adults will be encouraged to resolve conflict situations by discussing the problem and finding a solution.

Physical punishment will neither be used nor threatened at any time and children will never be made to feel humiliated or isolated. Physical intervention will only be used in situations where a child/young adult is at risk of injuring themselves or others, or causing serious damage to the property. In all cases, the minimum force necessary will be used and all incidents will be recorded and reported to parents at the end of the day.

The Copper Academy will keep a record of all incidents of unwanted behaviour which cause concern and discuss these with parents at the end of the day. The academy will be sensitive to factors which may affect children’s/young adult’s behaviour and take these into account when responding to issues that arise.

Disrespectful or aggressive behaviour will not be tolerated towards staff, students and support workers attending the programme. These students displaying this behaviour will be sent home and if the behaviour is repeated to the point where others are affected then they will be asked to leave the programme. No refund of programme fees will be given to these students.

Written by - Emma Hosie

Written – 01.01.2021

Next Review date – 01.01.2022