



Young Somerset

Behaviour Policy

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1. Introduction

Young Somerset is committed to creating a safe, secure, and positive environment for children and young people. This policy applies to all children and young people who engage with Young Somerset (YS) and outlines expectations for behaviour, procedures for addressing inappropriate conduct, and the responsibilities of staff, volunteers, and parents.

This policy is applicable to senior managers, the board of trustees, paid employees, freelance and agency workers, volunteers, parents/carers, and anyone working on behalf of Young Somerset.

2. Principles

Young Somerset (YS) is dedicated to:

- Providing a safe and inclusive environment free from anti-social behaviour.
- Establishing clear behavioural boundaries while supporting young people who may struggle to meet them.

- Ensuring that the safety of young people, staff, and volunteers is a priority.
- Promoting respect, equity, diversity, and collaboration among all participants.
- Upholding youth work values and practices.

3. Youth Work National Occupational Standards

Young Somerset's approach is based on:

- **Participation and active involvement** – encouraging young people to engage positively.
- **Equity, diversity, and inclusion** – respecting and valuing differences.
- **Partnership with young people and others** – recognising the role of families and communities.
- **Personal, social, and political development** – ensuring young people feel heard and supported.

4. Legal Framework

This policy is guided by UK law, including but not limited to:

- The Children Act 1989 & 2008
- The Human Rights Act 1998
- The United Nations Convention on the Rights of the Child 1991
- The Safeguarding Vulnerable Groups Act 2006
- The Working Together to Safeguard Children (2018)

It is to be read in conjunction with:

- Safeguarding Policy
- Equality, Diversity, and Inclusion Policy
- Complaints Policy
- Health and Safety Policy

5. Behaviour Management Procedure

Young Somerset implements a three-tiered approach to behaviour management:

Low-Level Behaviour

Examples include minor disrespect, inappropriate language, and littering. **Sanctions:** Verbal warnings, reflection time, written apology, or a short cool-off period.

Medium-Level Behaviour

Examples include repeated minor behaviour, bullying, vandalism, or inappropriate conduct. **Sanctions:** Formal warnings, time-out, parental notification, or a 1-2 week cool-off.

High-Level Behaviour

Examples include violent conduct, discrimination, substance misuse, or safeguarding concerns. **Sanctions:** Extended cool-off, permanent bans, referrals to external agencies, or police involvement.

All incidents are handled calmly and professionally. Parents/carers are informed when a young person is sent home or banned.

6. Child-on-Child Abuse

Definition:

Child-on-child abuse refers to any form of physical, sexual, emotional, or psychological abuse perpetrated by one child against another. This can include bullying, cyberbullying, physical violence, sexual harassment, and other harmful behaviours.

Policy:

- Young Somerset is committed to preventing and addressing child-on-child abuse in all its forms.
- All staff, volunteers, and young people must be aware of the signs of child-on-child abuse and know how to respond appropriately.

Procedures:

1. Reporting:

- Any incidents of child-on-child abuse must be reported immediately to a designated safeguarding lead.
- Confidentiality will be maintained as far as possible, but the safety of the child is the primary concern.

2. Response:

- The designated safeguarding lead will investigate the incident and take appropriate action, which may include involving external agencies.
- Support will be provided to both the victim and the perpetrator to address the underlying issues and prevent further incidents.

3. Prevention:

- Regular training for staff and volunteers on recognising and responding to child-on-child abuse.
- Educational programs for young people to promote respectful relationships and conflict resolution skills.

7. Online Safety

Definition:

Online safety refers to the measures taken to protect children and young people from risks associated with using the internet and digital technologies, including cyberbullying, exposure to inappropriate content, and online exploitation.

Policy:

- Young Somerset is committed to ensuring the online safety of all children and young people who engage with its services.
- All staff, volunteers, and young people must be aware of the risks associated with online activities and know how to stay safe online.

Procedures:**1. Education and Awareness:**

- Provide regular training and resources for staff, volunteers, and young people on online safety.
- Promote awareness of safe online practices, including privacy settings, recognising phishing attempts, and reporting inappropriate content.

2. Monitoring and Supervision:

- Implement appropriate monitoring and supervision of online activities during Young Somerset sessions.
- Ensure that all digital devices used in Young Somerset activities have up-to-date security software.

3. Reporting and Response:

- Establish clear procedures for reporting online safety concerns, including cyberbullying and online exploitation.
- The designated safeguarding lead will investigate and respond to online safety incidents, involving external agencies if necessary.

8. Notifying Parents and Collecting Responses

To maintain transparency, Young Somerset will:

- Provide parents/carers with a copy of this Behaviour Policy upon a young person's enrolment.
- Require a signed response form from parents confirming they have read and understood the policy.
- Offer opportunities for parents to provide feedback or request clarification.
- Ensure timely communication regarding any behavioural incidents involving their child.

This ensures that families are informed, engaged, and able to support their child's positive participation in Young Somerset's services.

9. Appendix A: Code of Conduct

All young people participating in Young Somerset activities must adhere to the following Code of Conduct:

- Treat others with respect, regardless of background or identity.

- Follow instructions from staff and accept guidance.
- Avoid aggressive, harmful, or disruptive behaviour.
- Take care of equipment and property.
- Refrain from using offensive language, bullying, or unsafe activities.
- Abstain from drug or alcohol use while engaging with Young Somerset.


Acknowledgment: I have read and understood Young Somerset’s Behaviour Policy and Code of Conduct.

Name: _____

Signature: _____

Date: _____

This policy will be reviewed annually to ensure continued effectiveness and relevance.

<i>Signed on behalf of Board with delegated authority: Nik Harwood</i>	
Signature	
Date	17 th March 2025
Review Date	April 2026