

Policy 16

Behaviour Policy 2025/2026

16.1 Introduction

16.1.1 Reach acknowledges that students referred to its programmes will have a variety of differing need levels which may include behavioural needs. Therefore, it is extremely important that Reach and its staff are able to respond with approaches that are accepting of where students and young people are at. Many students may have faced multiple exclusions / punishments / isolations due to their behaviour. Therefore, we want to ensure we offer a service that is accepting, inclusive and supportive. We want our students and young people to build resilience and skills that help them move forward in life.

16.1.2 Therefore, Reach staff will work to support young people one to one and in group settings through a method of matching. This means that students need will be identified through the referral process and through a meeting with the referrer to establish what the student needs to enable a safe engagement process. This includes:

- Careful matching to staff
- Identification if ready to access the main Reach base
- Matching to peers in a group setting
- Transport needs
- Health and dietary needs

16.2 Inductions

16.2.1 An induction session will be completed by a Senior Youth Worker who will ensure boundaries/expectations/safety and safeguarding are discussed on this visit. The Senior Worker will then lead on the matching process and what happens next for the student.

16.3 Placements

16.3.1 Upon commencement of a placement after induction, the Senior Worker will ensure the allocated worker has a handover and paperwork including any supporting information (EHCP/risk assessments) are also handed over.

16.3.2 Thereafter, the allocated worker is responsible for the day-to-day front line support and work with the student. This is backed by duty and the cover worker. All staff will meet the required expectations regarding safety of the student/other students and staff and the wider public. There are therefore some non-negotiables in place which all students are informed about which relate to law breaking/significant safety risks, these are:

- Car safety
- Walking off
- Drugs and alcohol
- Violence
- Roof
- Weapons

They are listed on posters around the premises, and all are likely to result in the police being called. Staff will explain this to students.

16.4 Emergency Situations

16.4.1 Should an emergency occur, or behaviour relate to the above, the staff will manage, inform duty and jointly agree if needed for the police to be called. Duty will inform schools/agencies/family as appropriate. Staff will continue to support throughout and will give the best possible encouragement/support to change or stop the behaviour. Safety of everyone must remain paramount at all times. Should an occasion of prosecution be required by Reach, it may be appropriate to reallocate

a new worker to the student. Individual staff at Reach hold the right to prosecute any student even if it is felt that Reach itself does not need to proceed with a case if something significant happened to a worker or workers property.

Our internal policy states procedures for absconding.

16.5 Non-Exclusion

16.5.1 Reach works to a policy of non-exclusion. We feel it is extremely important that we work to build up the gaps and missing skills. Therefore, if a significant incident occurs, the worker and senior team will review what is needed to best support the student and implement change as needed. This could include, not using the base, being allocated one to one, staffing the student 2:1 or not using staff cars/big public or wide-open spaces. This decision will be in consultation with the school. Families and the student will be informed of this process. A risk assessment will be drawn up and this will be reviewed half termly.

16.6 Risk Assessments

16.6.1 Many Reach students will have individual risk assessments. Reach will hold the right to create any individual risk assessment for students placed and adjust the provision setting as deemed safest and most appropriate by the team. These will be shared with allocated workers and reviewed/updated every 3 months.

16.7 General Working Procedures

16.7.1 General working procedures will form a supportive approach by staff at all times. It is not normal practice for staff to raise voices or use physical contact with students unless in an emergency. Due to lone working Reach has agreed a nonphysical approach to behaviour management of students and will use a strong de-escalation process throughout. Staff will also work hard to teach students to self-de-escalate including safe time on own in a safe setting/outside to then regulate and return. The bases will therefore not use a locked door provision however in an emergency for security, are able to lock down should the need arise.

16.8 Incidents


16.8.1 All incidents will be communicated with schools and the Reach general approach to working with students will be embedded throughout as part of the Core Offer. Schools and agencies will be informed of this process and will be discussed in QA visits/reviews and any inspections by agencies including OFSTED.

Reach will remain focussed and committed at all times to the students with whom it works with. This work will remain based around strong supportive adult relationships that aid attachment.

Any further questions regarding guidelines in this policy then please contact one of the leadership team.

To ensure the effectiveness of this document our 'Behaviour' policy will be reviewed annually.

Signed:



Date: 02/09/2025

Dan Palmer

Founder / Director