

## **KE BEHAVIOUR Policy**

Kinda Forest School aims to provide attendees with an enriching and enjoyable experience. All facilitators at KFS take a positive approach to behaviour issues and aim to enable children to make the best choices for their own well being. Children are active in determining what behaviour is acceptable at Forest School, a process we refer to as our 'Agreements'. These are discussed as a whole group and recorded by the children on the our Values Tree. Children who join KFS as new attendees will be familiarised with these Agreements.

Those attending Kinda Forest School agree to...

- Show kindness, care and respect for others, including other children, Forest School facilitators and any visitors. We also show kindness care and respect to ourselves.
- Kindness, care and respect to the community as a whole.
- Kindness, care and respect to the natural environment we gather in.
- Care and respect for each other's property or belongings and property or facilities shared by whole group.

By agreeing to the above we hope that each person attending is enabled to express their individuality. Thereby they can

- Experience learning and facilitating in an enjoyable and positive way.
- Enable all attendees to feel safe, valued and respected.
- Recognise the importance of caring for a natural environment.
- Enable all to feel a sense of personal achievement and explore new experiences with confidence.

### **Minor Misconduct**

These are issues that may occur when our Agreements are not adhered to but are not deemed Gross Misconduct. They may include but are not limited to:

- Failing to follow a facilitator's instructions.
- Breaching Agreements related to Health and Safety, putting the self or others at risk. (Further guidance may be found in The Health and Safety Policy/Risk Assessments.
- Low level bullying. (Further guidance may be found in the Bullying Policy)
- Inappropriate language or jokes that reference criminal behaviour or explicit sexual practices
- Use of mobile phones/devices. (Further guidance in The Safe Guarding Policy)

Minor Misconduct and disputes between children are occurrences that Kinda Facilitators work positively to resolve, using a problem-solving approach. We aim to explore what happened and why it was problematic without using blaming or judgemental words. We listen carefully, acknowledging feelings and emotions, aiming to de-escalate a situation when emotions are high. We always explain why certain behaviours present challenges rather than merely asserting authority

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## **Gross Misconduct**

If Gross Misconduct occurs a separate procedure is followed.

Examples of Gross Misconduct include but are not limited to...

- Physical or verbal assault on another child or adult.
- Theft
- Drugs/alcohol abuse.
- Inappropriate sexual behaviour.
- Arson
- Criminal damage.

De-escalation techniques will be used but staff are not currently trained in safe handling and therefore may call emergency services to the site if deemed necessary. We intend to address this training need in the near future and will adjust this policy accordingly. Any incident that involves criminal behaviour will be reported to the police and breaches of our safeguarding policy will be reported relevant authorities.

## **Managing Emotion**

Children who feel they want time alone to manage their emotions will be offered a quiet spot in the woodlands and monitored by an adult from a distance. During this time children will be reminded to stay within the designated boundaries but assured they will not be disturbed unless absolutely necessary.

Volunteers

Long term volunteers will be required to read the Behaviour Policy and be familiar with it. If they are unsure about how to respond to a situation they should report it immediately to a trained facilitator. Occasional volunteers or visitors should always report immediately to a trained facilitator.

Written by Gina Thompson

Date for review Jan 2021

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## **Minor Misconduct Procedure**

### **Minor incident occurs**

De-escalate, explain and reassure

### **Minor incident repeated or breaches of other Agreements observed**

Remind of previous discussion.

Explain further discussion and procedures will be implemented if needed.

Parent/Carer or school may be contacted.

### **Minor incident repeated (3rd occasion) or breaches of other Agreements observed**

1. Behaviour report compiled – details given to child and parent/carers or school detailing what breaches our Agreements.

2. Meeting with child and all facilitators (this may include parents/carers or teachers, if they so desire) at a time when other children are absent to discuss behaviour in detail. This is an exploratory discussion rather than mere reprimand, with children encouraged to discuss their needs and how they may be helped to apply our Agreements.

3. A behaviour contract is compiled, detailing all the Agreements the child agrees to adhere to and behaviours to avoid. It also details how the child may be supported. All adults present and the child sign the document to show agreement to its details.

4. The behaviour contract is regularly reviewed on a weekly basis with the child and positive reinforcement is offered

### **Minor misconduct repeated**

Procedure for Gross Misconduct is implemented

## Gross Misconduct Procedure

### Gross misconduct occurs

Child removed from group and if appropriate from site entirely by contacting parent/carer or school

Child requested not to attend Forest School for a minimum of two weeks. This allows time for the individual and the group to process what has happened and is not intended to be merely a punishment. Where there has been continued minor misconduct that has not responded to intervention, a child may be asked to take leave from Forest School also.

Written behaviour report compiled, behaviour meeting arranged, behaviour contract compiled (as detailed in minor misconduct procedure) before child returns.

Child may be required to attend Forest School on the basis of receiving one to one intervention from a facilitator.