

## **Naomi's Garden / The King's Outreach**

### **Behaviour Policy for Children with Complex Needs**

#### **Introduction**

Naomi's Garden/The King's Outreach is dedicated to providing a supportive, inclusive, and safe environment for children with a range of complex needs, including but not limited to cerebral palsy, autism, ADHD, learning disabilities, and other developmental conditions. We recognise that each child is unique, and we are committed to meeting their individual needs in a way that is compassionate, fair, and respectful.

This Behaviour Policy aims to provide clear guidelines for promoting positive behaviours and managing challenges in a way that supports the well-being, dignity, and development of all children involved in our services. We also work in partnership with parents, carers, and other professionals to ensure that each child has the opportunity to succeed and thrive in a safe, nurturing environment.

#### **Core Values**

Our approach is grounded in the following core values:

**Respect:** We value each child's individuality and support them to express themselves in a respectful manner.

**Dignity:** We are committed to maintaining the dignity of every child, especially when managing challenging behaviours.

**Support:** We provide tailored support and interventions to meet the individual needs of each child, using strategies that promote positive behaviour and emotional regulation.

**Inclusion:** We create an environment where all children feel accepted, included, and able to participate fully.

**Collaboration:** We work closely with families, carers, and external professionals to create and implement strategies that support children's positive behaviour.

#### **Our Approach to Behaviour**

At Naomi's Garden/The King's Outreach, we understand that children with complex needs may experience difficulty in regulating their behaviour. This may be due to challenges with communication, sensory processing, social understanding, or

emotional regulation. As a result, we adopt a proactive and positive approach to managing behaviour, focusing on:

**Understanding the cause of behaviour:** We consider the underlying reasons for a child's behaviour, which may be related to sensory sensitivities, communication difficulties, unmet needs, or a lack of understanding of social cues.

**Positive reinforcement:** We celebrate small successes and positive behaviours through praise, rewards, and encouragement.

**Individualised strategies:** We work with each child's family and care team to develop personalised behaviour management strategies that consider the child's specific needs and strengths.

### **Expected Behaviour**

We encourage all children to:

**Use kind words and actions:** We support children to communicate their feelings in a calm and respectful manner. This may involve the use of alternative communication methods where necessary (e.g., picture cards, sign language, communication devices).

**Respect personal space:** We teach children to understand and respect physical boundaries, both their own and those of others.

**Take turns and share:** We promote positive social interactions by encouraging turn-taking, sharing, and playing cooperatively with peers.

**Regulate emotions:** We work with children to develop strategies to manage emotions, such as deep breathing or using sensory tools, to prevent frustration from escalating.

**Ask for help:** We encourage children to ask for support when needed and recognise when they are struggling with a task or situation.

### **Unacceptable Behaviour**

Unacceptable behaviours are those that can pose a risk to the safety or well-being of the child or others. These behaviours may include:

**Aggression or violence:** Physical aggression, including hitting, kicking, or biting.

**Verbal aggression or inappropriate language:** Name-calling, shouting, or using offensive language.

**Damage to property:** Deliberately breaking or destroying materials, equipment, or personal belongings.

**Refusal to follow instructions:** Continual refusal to cooperate with staff, particularly if it results in harm to themselves or others.

**Self-harm or dangerous behaviour:** Behaviours that put the child at risk of harm, such as hitting oneself or engaging in unsafe actions.

**Disruption of the group:** Behaviours that significantly disrupt the learning environment or group activities, making it difficult for others to engage.

### **Behaviour Support and Consequences**

We believe that children with complex needs require tailored support, which is why we implement personalised approaches to help them manage challenging behaviour. Inappropriate behaviour is rare/non-existent due to the tailored programs we use which are generally one to one in nature with parents involved. However, below are the strategies we have put together if we are ever to need them.

**De-escalation:** We will use strategies to calm the child and prevent further escalation. This may include providing a quiet space, offering sensory tools, or using calming techniques like deep breathing or visual supports.

**Positive Redirection:** We will attempt to redirect the child's attention to a more appropriate activity or behaviour, using clear and consistent language.

**Individual Support Plans:** We work with parents/carers and professionals to create Behaviour Support Plans that outline specific strategies for supporting the child. These plans are reviewed regularly to ensure they remain relevant and effective.

**Time-Out or Safe Space:** If behaviour is disruptive or harmful, we may use a "safe space" strategy, where the child can calm down in a safe, supervised area. This is not a punishment but a way to help the child regain control.

**Parental/Carer Involvement:** We will involve parents/carers in the behaviour management process, discussing strategies used in the setting and working together to address any ongoing concerns.

**Multi-Agency Support:** In cases of complex or persistent behaviour, we may involve external professionals such as psychologists, speech and language therapists, or occupational therapists to provide additional support.

## **Communication and Collaboration**

Effective communication between Naomi's Garden/The King's Outreach, parents, carers, and external professionals is essential to the success of any behaviour management plan. We will:

**Share information:** We will work closely with parents/carers to understand the child's needs and communicate any concerns or progress related to behaviour.

**Create Individual Behaviour Plans:** For children who need more support, we will work with parents and professionals to create a personalised Behaviour Support Plan. This will outline strategies for managing behaviour and achieving positive outcomes.

**Review and Adjust Plans:** We will regularly review and adjust behaviour management strategies to ensure they are meeting the child's needs and supporting their development.

## **Safeguarding and Well-being**

Our commitment to safeguarding is paramount. If a child's behaviour is causing harm to themselves or others, or if they are at risk, we will take immediate action in line with our safeguarding procedures. This includes:

**Immediate action:** In cases of severe distress or danger, staff will take immediate action to protect the child and others, using the appropriate procedures.

**Referral to safeguarding services:** If necessary, we will work with safeguarding teams to ensure the child's welfare is safeguarded and any risks are mitigated.

By participating in Naomi's Garden/The King's Outreach programmes, we expect families to support and follow the guidelines outlined in this Behaviour Policy. Together, we can ensure a positive and safe environment where every child can grow and succeed.

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