



Behaviour Management Policy

Our Commitment

At Dorset Pathways, we prioritize the safety and well-being of all children, young individuals, staff members, and visitors within our premises.

As an organization, our commitment lies in ensuring that Dorset Pathways remains a secure environment for all those we engage with.

This entails establishing explicit expectations for positive and suitable conduct, along with implementing measures to manage such conduct. We are devoted to modelling good behaviour and boundaries, responding appropriately and empathetically to all behaviours.

This Documentation

- Outlines the roles and obligations of individuals associated with the organization.
- Is applicable to everyone collaborating with Dorset Pathways: young individuals, staff, stakeholders, volunteers, and contractors.
- Aligns with our organizational objectives.
- Is based on the latest government guidelines and best practices. References to these documents can be found at the conclusion of this policy.

Approach and Anticipations

Every individual at Dorset Pathways is treated with equal respect, fairness, and dignity. We foster an environment of mutual respect and cooperation.

Dorset Pathways actively promotes positive behaviour, emphasizing respect, the development of strong social skills, self-awareness, and self-control.

Directors and staff members exemplify and reinforce constructive working relationships for young individuals to observe.

Staff members commend and highlight commendable behaviour, fostering open dialogues regarding conduct to foster a deeper comprehension of the effects of different responses. We encourage children and young individuals to assume responsibility for their behaviour, understanding that our interactions with one another directly shape our outcomes.

Given that children and young individuals at Dorset Pathways may have behavioural, learning, and emotional challenges, and may have encountered inadequate attachments, trauma, or loss, it's imperative to consider their broader context when addressing them.



Psycho-Social Profiles/risk assessments are created for each child or young person, drawing on data from the referral stage and input from Dorset Pathways staff, parents, and caregivers. This dynamic document is continuously updated as we gain a better understanding of each individual. It serves as a vital tool that informs and guides our approach to supporting them. Regular staff briefings ensure that relevant "current" information pertaining to day-to-day interactions with children or young individuals is shared among staff members involved.

Dorset Pathways recognizes that all behaviour serves as a form of communication. It's crucial to bear in mind that a child or young person's behaviour can convey an unexpressed, unconscious need, particularly when they lack the comprehension or vocabulary to articulate their desires.

Acknowledging Achievements

As a diverse educational institution, we acknowledge the necessity of recognizing the efforts of children and young individuals. However, we believe that implementing a rigid reward system wouldn't fully cater to their unique needs. Instead, we aim to incorporate rewards through the variety of activities we offer, both on and off-site. These activities aren't explicitly labelled as "rewards" and aren't contingent on specific criteria; nevertheless, we always consider the engagement of young individuals before granting access to these experiences.

Consequences and Measures

In cases of inappropriate behaviour, it's essential to first consider the broader context surrounding the young individual, taking into account various contributing factors.

Initiating a dialogue is a significant step. At Dorset Pathways, we believe it's crucial for children and young individuals to not only comprehend which behaviours are unacceptable but, more importantly, understand why. During these conversations, we elucidate the impact of their behaviour and the rationale behind the necessity for change. Learning Mentors may choose to indicate the unacceptability of behaviour during the conversation and revisit the topic later for further discussion, if necessary.

Our approach to addressing unhelpful behaviours emphasizes maintaining a non-confrontational stance. We remind the child or young person that our environment is supportive and inclusive, while also acknowledging the need to take responsibility for any adverse impact on those around us. Whenever feasible, we strive to promptly acknowledge and praise positive behaviour, rather than solely focusing on less appropriate conduct.



In cases where a child or young person consistently resists our approach and expectations, a meeting with their parent(s)/carers will be arranged to explore optimal ways of supporting their needs. This meeting may lead to the establishment of individualized targets. To further support the child or young person, we maintain regular communication with their home, providing updates on their performance and fostering a holistic approach to their progress. All incidents are documented within the central records' daily timeline.

Physical Interaction

At Dorset Pathways, we recognize that there are instances when physical contact with a child or young individual is appropriate, necessary, and even beneficial. However, it's crucial to consider the specific experiences of each individual to ensure that any contact is comfortable for them. Adjustments will be made to accommodate disabled children and those with special educational needs (SEN) and SEMH.

Appropriate situations for physical contact include, but are not limited to:

- Ensuring safety, preventing accidents or harm to the child or young individual, other individuals, or staff, or urgently removing them from a hazardous situation.
- Providing comfort to a distressed child or young individual or administering first aid.
- Offering congratulations or praise.
- Demonstrating the proper and safe use of tools or equipment.

Use of Reasonable Force

Staff members have the authority to use force in specific circumstances. However, this approach is discouraged and should only be employed when a child or young person poses an immediate risk of harm to themselves or others.

Reasonable adjustments will be implemented for disabled children, young individuals with special educational needs (SEN), and SEMH.

The use of force may also be warranted when searching a young person, particularly if there are suspicions regarding the possession of the following items: knives, weapons, alcohol, illegal drugs, items that could be used for committing an offense, causing personal harm, or damaging property, or any stolen items.

If force is employed on a child or young person, it must be documented as a behaviour incident in My Concern, and an incident report must be completed and shared with the Operations Director. Parents/carers will also be informed.

Referenced documents and links



[KCSiE Sept 2022](#)

[Guidance on Safer Working Practice for those working with Children and Young people May 2019](#)

[Use of Reasonable Force Advice for Head Teachers, Staff and Governing Bodies July 2013 DfE
Guidance](#)

Authored : Directors

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