



Glenabbey Safeguarding

Positive Behaviour Policy

Reviewed Aug 2023

Due to be reviewed Sept 24

INTRODUCTION

At Glenabbey Church we believe all children have the right to be respected and to feel valued in a safe and secure environment. We want to encourage all children and young people to understand and develop qualities such as reliability, kindness, honesty and have the ability to consider others, both children and leaders alike. We feel that this reflects clear biblical teaching on how to treat one another.

We value the need for clear expectations, rules and procedures, which encourage children and young people to take responsibility for their own actions. Children flourish in environments that they feel confident within with clear boundaries in place.

Our Promoting Positive Behaviour policy is based on a whole church approach, is distributed annually and is clearly understood by staff, volunteers, children and parents/carers.

AIMS

- To ensure children and young people are treated fairly by all adults working with them in Glenabbey and know what is expected of them.
- To create a positive environment which promotes respect for one another
- To establish rules and routines which are supported by the whole church community
- To encourage children to take responsibility for their behaviour and outline the consequences of poor behaviour
- To work in partnership with parents and foster close links between home and church

RIGHTS AND RESPONSIBILITIES

Children

Children have a right to:

- Be valued as part of the church community;
- Engage in programmes run in a pleasant well-managed safe environment;
- Be treated fairly, consistently and with respect;
- Get help when they seek it;
- Make mistakes and learn from them;
- Be consulted about matters that affect them;
- Have their views listened to and as far as reasonably acted upon.

Children have a responsibility to:

- Respect the views, rights and property of others;
- Co-operate with their leaders and peers;
- Conform to the conventions of positive behaviour and abide by church rules;
- Seek help if they do not understand or if they are experiencing difficulties;
- Accept ownership for their own behaviour.

Leaders

Leaders have a right to:

- Serve in an environment where common courtesies and social conventions are respected;
- Express their views and contribute to policies which they are required to reflect in their service;
- To have support and advice from their programme and ministry leader;
- A pleasant and safe environment and access to resources they need to lead and run the programmes.
- Leaders have a responsibility to:
- Set a good example;
- Ensure that programmes/teaching are well-prepared making use of the resources available to them;
- Show interest and enthusiasm in their area of service and with the children they are in contact with;
- Listen to children – value their contributions and respect their views;
- Share any concerns with senior leadership so that issues can be addressed quickly and with the relevant parties;

Leaders have a responsibility to:

- Set a good example;
- Ensure that programmes/teaching are well prepared making use of the resources available to them;
- Show interest and enthusiasm in their area of service and with the children they are in contact with;
- Listen to children – value their contributions and respect their views;
- Share any concerns with senior leadership so that issues can be addressed quickly and with the relevant parties;

Parent/Carers

Parents have a right to:

- A safe, well-managed environment for their children to attend programme in;

- Reasonable access to the ministry leaders, and to have their enquiries and concerns dealt with sympathetically and efficiently;
- Be informed promptly if their child is ill or has an accident or if the church has concerns about their child;
- Be informed of church policies and codes of conduct.

Parents have a responsibility to:

- Provide the church with all the necessary background information about their child, including telling the church promptly about any concerns they have, or any significant change in their child's medical needs or home circumstances;
- Be aware of church policies and codes of conduct;
- Encourage their children to abide by them;
- Act as positive role models for their children in their relationship with the church.

BASIC PRINCIPLES

Characteristics of Good Behaviour

- Being considerate towards other people and property: politeness, kindness, patience, helpfulness, caring, friendliness, respect, attentiveness, good manners, obedience.
- Making an extra effort to make life better: preferring others, letting others go first, helping others who need assistance.
- Responding obediently and politely to all requests and rules.

How We Encourage Positive Behaviour

- Example and Expectations
All staff/volunteers will set an example in their own behaviour
All staff/volunteers will have high expectations for good behaviour
- Positive Praise
All staff/volunteers will encourage good behaviour through positive praise
Children will be rewarded for good behaviour
Children will be given extra responsibility and privileges for good behaviour

Responses

We recognise that there will be times in Glenabbey that we will need to deal with all types of behaviour, from acting inappropriately to being disobedient. Our responses encourage children to recognise that there are consequences for behaviour.

The responses will be:

- Fair and consistent

- Appropriate to the individual needs of the child
- Appropriate to the nature of the behaviour

Sanctions

- The most appropriate sanction for a minor/first-time behaviour will be to positively speak to the child and remind them of the behaviour you are looking for. This gives the child the opportunity to reflect and modify their behaviour immediately.
- If, having followed the above step, the child or young person still continues to exhibit inappropriate behaviour, he/she should be taken aside and given a quiet verbal warning. It should be outlined to the child that if their behaviour does not modify then their parents will be notified upon collection. If necessary, the parents should be notified. This action should be recorded.
- If these interventions are still not effective in helping the child/young person change their behaviour, then the child may be given some 'time out' from the programme and parents notified immediately to collect their child. Depending on the level of behaviour, possible suspension for a time or expulsion could be considered. These actions should be recorded.

CONCLUSION

We acknowledge that sustaining positive behaviour creates a need for continuous assessment of the effectiveness of approaches to behaviour management in our church. We will review and make changes to our Positive Behaviour Policy on a regular basis. It would be hoped that through the adoption of this Positive Behaviour Policy, with the staff, volunteers, children and parents working together, we will provide a safe, secure, happy and structured atmosphere for children.