

PCC Of Moulton Parish Church

Moulton Parish Church Behaviour Management Policy for Youth and Children's groups

Purpose

At Moulton Parish Church, our aim is always to provide a safe and secure environment within which young people and children can have fun and grow in their faith. In the unlikely event that a young person's actions or behaviour is persistently disruptive or upsetting to others, we employ a four-stage approach to ensure everyone's enjoyment and safety. This policy should be read in conjunction with other relevant policies such as the MPC Safeguarding, Health and Safety and the Risk Assessment policies.

The Four-Stage Approach

1. Following a young person's inappropriate behaviour, a team member will have a quiet word (initial warning).
2. If inappropriate behaviour persists following the initial warning, the young person will be drawn away gently from the activity or discussion group in question and spoken to at the side with the view to get them back into the activity as soon as possible.
3. If inappropriate behaviour persists further, the young person shall be removed from the group activity with the view to refocus them on a different activity in a separate area or room supervised by a member of the Youth or Children's Team. Parents/guardians will be informed as soon as appropriate.
4. If inappropriate behaviour persists following stages 1, 2 and 3, parents/guardians shall be contacted immediately to collect their child in the first instance.

For the Youth group, the young person may be suspended from the next youth group meeting following an investigation. Following a meeting with the young person and their parents/guardians and an apology, they may be reintegrated into the group.

For the Children's' group they may be supervised in a separate area or room at the next group activity to monitor their behaviour with the view to re-integrate them into the group as soon as appropriate and practically possible in liaison with their parents/guardians.

A record will be kept of incidents which require stages 2-4.

It should be noted that certain actions will merit an immediate stage 2, 3 or 4 and will not require escalation through the stages. A reasonable judgement will be made by the Youth and Children's Teams, their supervisor and Church Wardens for immediate stage 4s. For example, a physically abusive behaviour towards another young person will bypass at least stages 1 and 2.

Suspensions and Exclusions

The action to suspend a young person from any youth or children's group meeting is not taken lightly as we always strive to be inclusive. Therefore, any such action will be taken with full consideration of all the relevant facts and any evidence which may be available to support the allegations made. The young person will also be given a chance to give their version of events.

Grounds for permanent exclusions, either immediate or following stages 1-4, will be left to the discretion of the Youth and Children's Ministers, their supervisors and the Church Wardens.

Inappropriate Behaviour

Inappropriate behaviours may include but are not limited to the following:

- Persistent disruption during youth and children's meetings and activities
- Persistent poor attitude and rudeness to members of the Youth and Children's Teams or their peers
- Refusal to follow instructions.

Behaviours that may warrant immediate stage 3/4 action or permanent exclusion may include but are not limited to:

- Assault including any behaviour that causes humiliation, pain, fear or intimidation
- Bullying
- Fighting
- Racist, sexist, homophobic or discriminatory behaviour
- Smoking
- Theft
- Vandalism

Possession of any illegal items by any youth, if found, will be reported to relevant law enforcement agencies, and parents/guardians will be informed.

Support

To support our young people in avoiding inappropriate behaviour, we will ensure that the young people are aware of the behaviour expectations before and during activities at group meetings. We will be clear that these rules are not to limit fun, but rather to enable all to have a safe and enjoyable time.

We run youth and children's ministries where relationships between young people and their leaders are key, so we do not just want our youth to keep 'in line,' but rather to flourish and feel welcome.

There will be times when we encounter young people with behavioural difficulties where parents/guardians will normally have given specific instructions to our team on how to manage their behaviour. Leaders will continue to work with their parents/guardians to manage their behaviour effectively.

The Youth Team do not only take notice of bad behaviour, we also recognise good behaviour as well, so we will seek and praise positive behaviour when it is appropriate and helpful to do so.

Where a young person has been suspended or removed from a group activity, we will seek to support them through restorative conversations with all relevant people for a smooth transition back to the group as appropriate.

This policy was discussed and agreed at the PCC meeting on 29th April 2024

We, the PCC agree to review and update this policy annually

Chair of PCC	
Churchwardens	
Incumbent	

Next review date April 2025

Important contacts

MPC Vicar: n.alexander@moultonchurch.co.uk

MPC Youth Worker: youthworker@moultonchurch.co.uk

MPC Children's Worker: childrensworker@moultonchurch.co.uk

MPC Safeguarding Officer: safeguarding@moultonchurch.co.uk

Behaviour Policy Agreement Form

I have read and understood the Behaviour Management Policy for Youth and Children's groups of Moulton Parish Church and agree to support the Policy, and any actions imposed in line with it.

Child signature (Youth only) _____

Parent/Guardian signature _____

Date_____