

**BUKULULA ACTION FOR CHILDREN AND YOUNG
PEOPLE (ACYP)**

P.O BOX 1880, MASAKA, www.bacyp.org

**BEHAVIOURAL
MANAGEMENT
POLICY**



**WORKING WITH
CHILDREN AND YOUNG PEOPLE**

BEHAVIOURAL MANAGEMENT POLICY

AIM:

This policy aims to create a safe, respectful, and positive environment for all youth club members.

1. Introduction:

This policy outlines the guidelines and expectations for managing behaviour within the youth club operated by ACYP. Our goal is to create a safe, respectful, and positive environment where all youth club members can thrive.

2. Objectives

- To promote positive behaviour and mutual respect among youth club members.
- To provide clear guidelines and expectations for behaviour.
- To ensure the safety and well-being of all youth club members and staff.
- To support the personal and social development of youth club members.

3. Code of Conduct

- **Respect:** All youth club members are expected to treat each other, staff, and volunteers with respect. This includes using polite language, listening to others, and valuing diverse perspectives.
- **Safety:** Members must follow safety rules and guidelines to ensure a safe environment for everyone. This includes using equipment properly and following instructions from staff.
- **Responsibility:** Members are encouraged to take responsibility for their actions and behavior. This includes being punctual, participating actively in activities, and taking care of club property.
- **Inclusion:** The youth club promotes an inclusive environment where all members feel welcome and valued. Discrimination or exclusion based on race, gender, ability, age, or religion is not tolerated.

4. Encouraging Positive Behavior

- **Role Models:** Staff and volunteers will act as positive role models, demonstrating respectful and appropriate behavior.
- **Positive Reinforcement:** Positive behavior will be encouraged through praise, rewards, and recognition. This may include verbal praise, certificates, or small incentives.
- **Engaging Activities:** Providing a variety of engaging and age-appropriate activities to keep members interested and motivated.

5. Addressing Inappropriate Behavior

- **Calm and Firm Approach:** Inappropriate behavior will be addressed in a calm, firm, and positive manner. Staff will explain why the behavior is unacceptable and discuss alternative behaviors.
- **Temporary Removal:** If necessary, a member may be temporarily removed from an activity to allow them to reflect on their behavior. Staff will discuss the incident with the member before they re-join the activity.
- **Conflict Resolution:** Staff will facilitate mediation between members to resolve conflicts through discussion and negotiation.
- **Parental Involvement:** For persistent inappropriate behavior, staff will consult with parents or guardians to develop a clear strategy for addressing the behavior.

6. Serious Incidents

- **Suspensions and Exclusions:** In cases of serious or repeated inappropriate behavior, the youth club may decide to suspend or exclude a member. The reasons and processes involved will be clearly explained to the member and their parents or guardians.
- **Physical Intervention:** Physical intervention will only be used as a last resort to prevent injury to the member or others, or to prevent significant damage to property. Any use of physical intervention will be documented and reported to the club manager.

7. Training and Support for Staff

- **Behavior Management Training:** Staff and volunteers will receive regular training on behavior management techniques and strategies.

- **Support and Supervision:** Staff will have access to support and supervision to discuss behavior management challenges and share best practices.

8. Monitoring and Evaluation

- **Behavior Records:** Maintain records of behavior incidents to monitor patterns and identify areas for improvement.
- **Feedback and Review:** Regularly seek feedback from members, parents, and staff to review and improve behavior management practices.

9. Confidentiality

- **Privacy Protection:** Ensure the confidentiality of all members involved in behavior incidents. Personal information should be protected and only shared with consent.
- **Ethical Standards:** Adhere to ethical standards in managing behavior, respecting the rights and dignity of all individuals.

10. Conclusion ACYP is committed to creating a positive and supportive environment for all youth club members. We will continue to work towards promoting positive behavior and ensuring the well-being of our members.

ACYP Admin

info@bacyp.org