



## **Behaviour Management Policy**

**Effective from: September 2025**

**Review Due: September 2026**

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### **1. Aim and Principles**

This policy promotes a positive ethos of acceptable behaviour, enabling all children, young people and individuals to grow and develop cooperatively alongside each other. It reflects our belief that every individual's behaviour is a form of communication. By seeking to understand the meaning behind behaviours, we aim to remove barriers to learning and provide the support necessary for each individual to succeed.

#### **Aims**

- Provide a consistent approach to behaviour management.
- Define unacceptable behaviour, including bullying and discrimination.
- Outline expected behaviours for all individuals.
- Clarify the roles and responsibilities of all members of our organisation.

#### **Guiding Principles**

At The Seeds of Change, we build a community grounded in our core values of self-awareness, consistency, respect and compassion. These values underpin everything we do, fostering a nurturing and supportive learning environment.

Through the unique interaction between individuals and horses, we encourage participants to:

- Focus on self-reflection and emotional regulation.
- Understand personal values and beliefs.
- Recognise how their behaviour and emotions affect others.

Consistency is central to our approach—it allows individuals to feel secure in the boundaries set and the expectations held. A respectful culture empowers participants to make thoughtful choices and to reflect with understanding and support from their peers.

We recognise that poor behaviour often communicates an unmet need. Using a trauma-informed, person-centred approach, we aim to build trust, respect, and self-awareness so individuals can better regulate their emotions and actions.

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## **2. Mission and Vision**

Our mission is to assist individuals in their personal development, growth, and learning through the unique interaction between human and horse.

Our vision is to plant the seeds that empower every individual to grow, develop, and make the positive changes needed to succeed.

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## **3. Expectations**

Clear and consistent boundaries ensure everyone knows what is expected of them.

At The Seeds of Change, we uphold three key principles that all adults must model and reinforce:

Space | Regulate | Reflect

By maintaining consistent boundaries around these principles, we create an environment where everyone can thrive and demonstrate our core values.

Adults are expected to:

- Use relational interventions to help lower stress levels in vulnerable individuals.
- Model calm, respectful communication and co-regulation techniques.
- Support reflection through the non-judgmental feedback offered by horses and coaches.

### **Staff Practice**

Coaches receive training in:

- Active listening
- Open-ended dialogue
- Empathy and understanding

Effective session planning, undertaken collaboratively with the Head of Centre, ensures that activities and environments are tailored to the needs of each learner while maintaining consistent boundaries.

All adults are expected to model “positive TSoC parenting”, demonstrating respectful, compassionate, and socially responsible behaviour.

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## **4. Responsibilities**

The Head of Centre

- Holds overall responsibility for policy implementation and oversight.

Coaches

- Implement and uphold this policy consistently.
- Prioritise safeguarding and welfare for all individuals and horses.
- Model compassion, consistency, and respect.
- Listen actively and support young people in expressing their emotions appropriately.
- Provide personalised behavioural support in line with this policy.

### **Young People**

- Adhere to the coach–client contract, health and safety, and equality and diversity policies.
- Contribute to a compassionate and respectful environment.
- Respect the horses, their environment, and all participants.
- Communicate appropriately with others.

### **Referring Bodies**

- Support young people in following this policy’s guiding principles.
  - Inform TSoC of any factors affecting behaviour.
  - Discuss behavioural or safeguarding concerns promptly with TSoC staff.
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## **5. Linked Policies and Documents**

- Young Person Induction Handbook
  - Safeguarding Policy and Cause for Concern Form
  - Drug and Alcohol Policy
  - Incident and Dangerous Occurrences Form
  - Accident Record Book
  - Anti-Bullying Policy
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## **6. Record Keeping**

- All behavioural incidents are recorded in Session Notes and shared with the referring organisation.
  - Safeguarding-related behaviours are recorded on a Cause for Concern Form.
  - Serious incidents (e.g., requiring emergency services or posing potential harm) are documented on an Incident and Dangerous Occurrences Form.
  - Any injuries are recorded in the Accident Book.
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## **7. Staff Development and Support**

The Seeds of Change ensures all staff are skilled in understanding and managing behaviour effectively. We will:

- Provide comprehensive induction training.
  - Offer regular opportunities for staff development and reflection.
  - Allocate training funds to promote professional growth.
  - Develop specialist expertise among key team members.
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## **8. Curriculum and Assessment**

Our curriculum supports vulnerable individuals through an alternative approach that builds self-awareness and promotes positive life choices.

Assessment Methods

- Information gathered through the referral process and Strengths and Difficulties Questionnaires (SDQ).
  - Regular reviews based on programme duration.
  - In-house tools such as the Wheel of Life, providing a holistic overview of progress.
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## **9. Promoting Positive Behaviour**

We recognise and celebrate all forms of effort and achievement through:

- Personalised praise and encouragement.
- Documentation in session notes.
- End-of-term feedback.
- Certificates or rosettes for interim achievements.

Our trauma-informed approach prioritises relationships, empathy, and safety. Using the Emotion Coaching model:

1. Space & Regulate: Recognise, empathise, and validate emotions, allowing time and space for regulation.
2. Reflect: Support problem-solving discussions and reflection on triggers, choices, and future strategies.

Behaviour that challenges is understood as communication of unmet need, not defiance.

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## **10. Sanctions and Restorative Practice**

While we aim to avoid programme removal, serious behaviour may require additional response.

## **Our Approach**

- Identify and address the unmet need early.
- Communicate with SLT and referring bodies as appropriate.
- Use restorative conversations to reflect and plan future improvements.
- Model empathy and emotional regulation through Emotion Coaching.
- Offer a change of space to de-escalate if required.

## **Temporary Removal**

If temporary removal is necessary:

- Reflective home-based work will be provided.
- Virtual sessions may be offered for one-to-one programmes.
- A restorative re-entry session will be conducted upon return.

Only a member of the Senior Leadership Team (SLT) (Head of Centre or Director) may authorise removal.

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## **11. Equality and Inclusion**

We uphold our duties under the Equality Act 2010, ensuring that behaviour management approaches are adapted to meet individual needs and avoid disadvantaging anyone with protected characteristics.

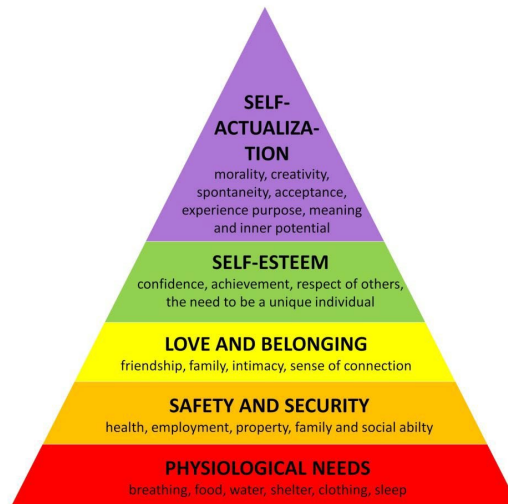
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## **12. Safeguarding**

Changes in behaviour may indicate a need for protection or support. Any concerns suggesting harm or risk of harm will be addressed in accordance with our Safeguarding Policy.

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## Appendix A: Maslow's Hierarchy of Needs



At The Seeds of Change, we identify the unmet needs behind behaviour, guided by Maslow's Hierarchy of Needs:

1. Physiological: Basic survival needs—food, water, shelter, warmth, rest.
2. Safety: Security, stability, health, and freedom from fear.
3. Love & Belonging: Connection, friendship, trust, and acceptance.
4. Esteem: Self-respect, mastery, and recognition from others.
5. Self-Actualisation: Achieving one's full potential and personal growth.

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## Appendix B: Specific Behavioural Challenges - Helping to identify what is often presented at face value:



## Appropriate Clothing and PPE

- Young people must wear suitable clothing and required PPE (provided by TSoC or compliant personal items).
- Refusal to wear PPE means exclusion from unsafe areas or activities.
- Persistent refusal will be reported to the referring organisation.

### **Bullying**

Bullying is not tolerated. All staff uphold a consistent message that everyone has the right to feel safe. See the Anti-Bullying Policy for further detail.

### **Drugs and Alcohol**

Possession or influence of illegal substances or alcohol is treated seriously.

Procedures include:

- Challenging behaviour safely and assessing health and safety risk.
- Contacting the referring organisation for collection.
- Confiscation of substances if handed over voluntarily.
- Escalation to the Head of Centre or police if necessary.

### **Food and Drink**

Healthy eating is encouraged.

- Energy drinks are prohibited and will be confiscated until the end of the session.

### **Leaving the Grounds**

- Young people may not leave the site without authorisation.
- If they do, staff will not pursue beyond the boundary but will notify the referring organisation (and police if necessary).
- Additional measures apply for primary-aged or high-risk individuals.

### **Physical Restraint**

- Physical intervention is avoided unless necessary to prevent harm or damage.
- Any such incident must be reported to the Director and Head of Centre.

### **Personal Items**

- Mobile phones, vapes, and other items must be handed in at the start of the session.
- Persistent refusal will result in contacting the referring body and possible removal from the next session.

### **Physical or Verbal Abuse**

- Staff use de-escalation and negotiation strategies.
- Safety is the priority—staff should withdraw to a safe distance and seek support.
- Police or referring bodies will be contacted if needed.

## **Weapons**

- Weapons are strictly prohibited.
- Refusal to hand over a weapon will lead to contacting the referring organisation and potentially the police.

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**Reviewer: Rebecca Perrin**

**Reviewer Role: Head of Centre**

**Review Date: September 2025**

**Approved by: Senior Leadership Team**

**Next Review: September 2026**