



**Children's**

**Behaviour**

# **Policy**

Autism Mentors Ltd – Neurodiversity Mentoring/Support Services

Location: Oxfordshire, UK

Effective Date: 1st September 2025

Next Review Date: September 2026

## **1. Policy Statement**

Autism Mentors Ltd is committed to supporting the emotional wellbeing, development, and positive behaviour of the neurodivergent children and young people we work with.

We recognise that behaviour is a form of communication, and that many children may display behaviours linked to unmet needs, sensory differences, trauma, or communication challenges.

Our aim is to provide safe, consistent, and respectful support that enables children to thrive in a way that values their individuality, neurodiversity, and rights.

## **2. Policy Aims**

This policy aims to:

- Promote a consistent and supportive approach to managing behaviour
- Encourage positive relationships and trust-building
- Prevent the use of restraint or exclusion wherever possible
- Safeguard the welfare, dignity, and rights of all children
- Equip staff with appropriate skills and strategies
- Comply with UK laws and guidance on safeguarding and behaviour

### 3. Legal Framework and Guidance

This policy aligns with:

- Children Act 1989 and 2004
- SEND Code of Practice (2015)
- Keeping Children Safe in Education (KCSIE 2025)
- Working Together to Safeguard Children (2023)
- Equality Act 2010
- Positive and Proactive Care Guidance (DHSC)
- Behaviour in Schools Guidance (DfE 2022, updated 2024)
- Oxfordshire Safeguarding Children Board (OSCB) procedures
- Online Safety Act 2023 (for behaviours involving cyberbullying, exploitation, or harmful online content)

### 4. Understanding Behaviour

We understand that:

- Behaviour is a form of communication, not simply defiance
- Children may communicate stress, anxiety, pain, or frustration through behaviour
- A neurodivergent child may need adjustments to meet their sensory or social needs
- Every behaviour has a cause and should be explored, not punished

Staff are encouraged to look behind the behaviour and ask: “What is the child trying to tell us?”

### 5. Promoting Positive Behaviour

We will:

- Build trusting, respectful relationships with children

- Use clear, consistent communication and boundaries
- Recognise and encourage positive behaviour through praise and reinforcement
- Use individualised approaches for each child's needs and strengths
- Encourage co-regulation and model calm, empathetic responses
- Set realistic expectations based on the child's developmental stage and neurodivergent profile

## 6. Strategies for Challenging Behaviour

Staff may use:

- De-escalation techniques (e.g. redirection, calming strategies)
- Visual supports, clear routines, and predictable transitions
- Quiet spaces for regulation if needed
- Collaboration with families and professionals to develop behaviour support plans
- Trauma-informed and restorative approaches, in line with OSCB safeguarding guidance

## 7. Use of Physical Intervention

- We do not use physical restraint unless there is a risk of immediate harm to the child or others
- If used, any intervention must be:
  - Proportionate
  - Reasonable
  - Last resort
- Staff using physical intervention must be trained in positive handling techniques
- All incidents must be recorded and reported to management and parents/carers immediately (see incident report)

- Restrictive practice incidents must be reviewed and monitored in line with OSCB safeguarding procedures

## 8. Working with Families

We work in partnership with families to:

- Share behaviour observations and insights
- Involve them in creating or reviewing support strategies
- Ensure consistency between home and mentoring environments
- Respect the lived experience and knowledge families have of their children

## 9. Staff Training and Support

All staff will:

- Receive training in positive behaviour support, safeguarding, and trauma-informed practice
- Be provided with supervision and opportunities for reflective practice
- Be encouraged to seek help or advice where they need support managing behaviour
- Complete annual safeguarding and online safety training (aligned with KCSIE 2025)

## 10. Safeguarding and Escalation

- Behaviour that raises concerns for a child's safety or wellbeing will be reported to the Designated Safeguarding Lead (DSL):
  - Michelle Wray
  - Tel: 07707 764876
  - Email: [dsl@autismmentors.co.uk](mailto:dsl@autismmentors.co.uk)
- Repeated incidents of emotional distress, self-harm, or risk-taking behaviour may be escalated to the Local Authority (MASH team) if needed:
  - Tel: 0345 050 7666 (8:30am–5pm Mon–Thurs, 8:30am–4pm Fri)

- Out of hours: 0800 833 408
- Any use of restrictive practice must be reported and reviewed immediately
- Where behaviour involves online harm, exploitation, or cyberbullying, safeguarding procedures will follow OSCB and Online Safety Act 2023 guidance

## 11. Monitoring and Review

- Behaviour plans and risk assessments will be reviewed regularly
- This policy will be reviewed annually, or sooner following a significant incident or regulatory update
- Practice will be monitored through incident reports, reflective supervision, and safeguarding audits

## Policy Approval

Signed:



Name: Michelle Wray [Director / Safeguarding Lead]

Date: 1/9/25