

Document Name	Unique Id	Version	Effective Date	Review Date	Summary of significant changes
Behaviour Management Policy	BMP	1	October 2026	October 2029	

Behaviour Management Policy – Me2 Club

1. Purpose

This policy outlines our approach to supporting children and young people with disabilities in managing behaviour in a safe, respectful, and empowering way. Our aim is to promote dignity, self-confidence, independence and inclusion while ensuring the wellbeing of everyone involved.

2. Guiding Principles

- Respect & Dignity: Every person is valued and treated with kindness.
- Equity of access. We recognise the physical, sensory and communication differences that our children and young people may have.
- Trauma informed – We understand that a child or young person may be triggered by a reminder of previous trauma and will adapt our response accordingly.
- Individualised Support: Strategies are tailored to each person's needs, abilities, and goals.
- We respect children and young people's special interests and safe stimming behaviours. We will not prevent a young person stimming unless it is posing a risk to themselves or others.
- Behaviour as Communication – we recognise that behaviour may be the result of things like unmet physical and sensory needs, anxiety or difficulty communicating their needs.
- Safety First: All actions prioritise the safety of individuals, staff, and the community.

3. Scope

This policy applies to all staff, volunteers, and contractors working with service users in any setting.

4. Approach

- Assessment: In our initial work with families, we ask what children and young people need to feel comfortable in sessions and ways to de-escalate if a child or young person is becoming dysregulated.
- We support children and young people to have a voice in the services they receive and how best to support them according to their age and level of understanding.
- Prevention: We use this initial assessment to identify triggers and adapt environments to reduce distress.

- We use proactive strategies such as clear communication, structured routines, movement breaks, low demand environments, reduced noise and choice-making opportunities.
- De-escalation: we employ calm, non-confrontational techniques when a child or young person becomes dysregulated, using the safe techniques families have recommended.
- Review: Plans are regularly reviewed with input from the young person, their family, and relevant professionals.

5. Prohibited Practices

- Use of physical punishment should never to be used.
- Physical restraint should not be used except in extreme situations where immediate safety is at risk, and only in line with legal and safeguarding requirements.
- Humiliation, intimidation, or any action that undermines dignity will should never be used.

6. Roles & Responsibilities

- Staff & Volunteers: Follow the policy, attend training, and report incidents promptly.
- Managers: Ensure resources, training, and supervision are in place.
- Trustees: Monitor compliance and review policy effectiveness.

7. Incident Reporting

All incidents must be documented using the charity's incident reports and reviewed to inform future support strategies.

8. Training

Staff receive training in neurodiversity, disability and our approach to supporting children and young people with disabilities according to their previous experience and the demands of their role.

All volunteer training includes behaviour as communication, safeguarding, and neurodiversity and disability awareness.

9. Review Date

This policy will be reviewed at least every 3 years or sooner if legislation or best practice guidance changes.