



## Behaviour agreement for Rainbow Groups

### At a glance

This is the agreement that all staff, volunteers and beneficiaries sign to say that they agree with the behaviour policy and will endeavour to maintain the expectations to the best of their ability.

### Who this policy applies to

This policy applies to all members of staff who work under a contract of employment with Harry's Rainbow, volunteers, families who attend the groups and to members of the Board.

### Policy status

This policy is owned by the Board of Trustees. It is non-contractual and may be updated or changed by the Board at any time. Colleagues are reminded that it is their responsibility to keep up to date with policy changes.

### Agreement in full

1. Parents / carers are to remain responsible for their children at all times. This means ensuring they are supervised and safe, especially when accessing the outside area.
2. It is expected that you will engage with the led activity if you feel comfortable to do so.
3. Feelings happen, we acknowledge and accept those and offer help and support via the volunteers and staff.
4. The group offers a variety of activities for you, the hall is the main space that these take place, as and such is a place for engaging in these activities if you so wish. Any running or chasing type games must be taken to the outside area.
5. Food and drink can only be consumed anywhere except the craft table. Please ensure that hot drinks have lids on at all times.
6. Bullying in any form will not be tolerated and any person found undertaking this behaviour will be taken to one side and spoken to by the Family Liaison Officer, with parents / carers in attendance.
7. The groups offer a supportive space and as such anything discussed with others must remain confidential.
8. Have a go! You never know, any activity we offer you might just enjoy and discover something new.

Owner: Rachel Salmon	Approval Date: 2/11/2021
Approved by: Odette Mould	Next Review Date: 13/02/2024



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### Safeguarding

We are committed to building a 'culture of safety' in which children, young people and vulnerable adults are protected from abuse and harm in all areas of its service delivery. This is outlined in full in our Child Protection Policy which is available on our website. Any safeguarding concerns that are raised, will be discussed where appropriate with the parents / carers and the young person. They will remain updated in lines with the Child Protection Policy as appropriate.

Our safeguarding folder is available at every group where a physical copy of this agreement and the accompanying policies is available. There is also information from various organisations such as Childline readily available too.

### Non Adherence to the agreement

By attending the groups, you and your family agree to adhere to these guidelines and understand that if you do not the steps regarding non adherence to the expectations outlined above will be taken. These steps are:

The family will be taken aside by the Family Liaison Officer and reminded of the agreement that they have agreed to by attending, and the expectations that they follow this. There will also be a conversation of how the volunteers and staff could aid the family as well as the offer of further support if it is needed.

If the non-adherence continues after the first step then again the family will be taken aside and reminded of the agreement. In this meeting it will be made clear that any further non-adherence will result in them being unable to attend future groups. As always this is done with compassion and the opportunity for a conversation around support and further help.

If the non-adherence continues after the above 2 steps, then the family will be asked to not attend future groups and may be ask to leave the current group early. This does not mean that the family are unable to access other support offered by Harry's Rainbow, but they would not be able to attend further Rainbow or Youth groups.

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