

Furnace Behaviour policy

This policy is to outline what happens if there is a behaviour incident at Furnace or involving the youth that attend Furnace. Relevant incidents are listed at the end.

Here is the process for what to do if a child does something listed.

Step 1: Inform the safeguarding lead. It is their job to ensure they understand all issues to do with any vulnerable adults or children in the church.

Step 2: Discuss the issue with the other leaders of the youth group. (Leaders here is defined as those who are in charge of the group as against helpers that attend but are not responsible)

Step 3: Discuss the issue with the parents of the child (children)

Step 4: Enforce a two week suspension (based on the severity of the incident - check list below). During this suspension, make sure that contact is made weekly with the parents. Check how the child is doing and check the family is ok.

Step 5: A meeting is arranged with the parent(s) and the child(ren). A leader will discuss with the child whether they are ready to return to the group.

Step 6: If the child is repentant and understands what they have done, then they can return to the group.

Step 7: If the child is not repentant then the ban is extended by 4 weeks.

Step 8: Keep checking in with the parents weekly. Repeat the meeting at the end of the 4 weeks. Again they can only return if they are repentant.

Step 9: If they repeat offend we follow the process in terms of who to inform but we start at a 4 week ban with a meeting at the end. If the child is repentant in the meeting they may again return. If not, the ban becomes permanent.

Step 10: If the offence is repeated after this point the ban becomes permanent.

If a suspended or banned child arrives at the group, a leader will phone home. If there is no one available to pick the child up a leader will take the child home, calling when they arrive at the home and returning immediately.

This policy is to be used per offence. I.e. if a child intentionally hurts someone and then turns up under the influence, we start at a two week ban again.

This policy is meant to be used as a guide. It should be used at the discretion of the leaders of the group and can be changed in a specific circumstance.

List of offences and consequences

Offences that get a ban immediately

- Bringing a weapon
- Dealing drugs
- Sexual assault
- Committing a sexual act on the premises
- Intentionally harming someone and causing actual harm

Offences that get a suspension

- Turning up under the influence of drugs/alcohol
- Intentionally hurting someone
- Intentionally damaging church property

Offences that when repeated get a suspension

- Swearing
- Disrespecting the talk/instructions for games (or other constant disruption)
- Verbal abuse/ostracising another member of the group
- Any other form of bullying
- Carelessly damaging equipment

When one of these offences happens the young person is taken to one side and asked to stop.

If the behaviour continues, they will be given an official warning. If the behaviour continues, then the process is followed.

Where possible always have two workers/leaders present when disciplining a young person, and let the other workers/leaders know what has happened so consistency is maintained.

Under no circumstances must workers/leaders respond to unacceptable or challenging behaviour with physical force or by using unduly harsh language. Appropriate restraint may be used during a violent incident especially if others are in danger.

Whenever there is a ban, the length of the ban must be made very clear to the child and the parents.