

Sanctions and Natural Consequence Policy



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Sanctions and Natural Consequence Policy

It summarises the measures that should be taken when imposing Sanctions/Natural consequences and the manner in which they should be recorded.

Sanctions

A sanction is a measure taken by to coerce another to conform to norms of conduct. Within the context of residential care it is referring to behaviours which are undesirable and have a negative impact on the young person and those around them. A sanction should be used as a learning tool to ensure that the behaviour is actively discouraged from being repeated.

It is important when considering if a consequence or sanction is appropriate to take the following into account:

- Context/circumstances of behaviour;
- Involves the child in the process;
- Encourages the child to take responsibility and put things right
- Promotes resolution;
- Is non-discriminatory. NATURAL CONSEQUENCES

NATURAL CONSEQUENCES is a method of teaching a child a lesson as a parent where instead of highlighting the consequences of an action, the parent will wait for the consequence to occur before highlighting it.

Non Approved Sanctions

Certain sanctions may not be imposed upon children, in any circumstances; they are:

- Food and drink
- Shelter/bedding/home comforts/clothing
- The right to communication i.e. communication aids/
- The right to their Medication
- The right to any walking aids
- The right to exercise/fresh air
- The right to sleep
- The right to their finances (no reparation if they demonstrate they have no understanding)
- Contact with parents and professionals.(key people)

Approved Sanctions or Natural consequences

Where children are capable of behaving acceptably and understand what is expected, the sanctions that may be imposed upon a Child in Care are as follows:

- a. Reparation, involving the child doing something to put right the wrong they have done; e.g: repairing damage or returning stolen property.
- b. Restitution, involving the child paying for all or part of damage caused or the replacement of misappropriated monies or goods. Normally no more than two thirds of a child's pocket money may be taken in these circumstances;

- c. Curtailment of leisure activities, involving a child being prevented from participating in such activities. This will only be enforced for safety reasons at Overley, for example if a young person is displaying risk taking behaviours such as running away, self-injurious behaviour. It would not be safe for them to engage in activities off site.
- d. Additional chores, involving a child undertaking additional chores over and above those they would normally be expected to do.
- e. Increased supervision, involving the child being closely supervised by staff/carers. This can often result in physical interventions being used. This will always be at a LAST RESORT and when the young person or staff members safety is compromised.
- f. Early bedtimes, by up to half an hour; (where agreed)

Informing Children

Children should be informed about the range of sanctions that may be imposed upon them and the possible circumstances which may result in sanctions. They will be recorded in the sanctions and Natural consequences logbook and will only be upheld if authorised by management.

At Overley, when a sanction or natural consequence is imposed, we will deliver a social story to the child so they understand any restriction put in place.

When Sanctions may be Imposed

Only Approved Sanctions or Natural consequences may be imposed as a negative consequence for unacceptable behaviour, with the intention of encouraging acceptable behaviour or acting as a disincentive for unacceptable behaviour.

Sanctions must never be imposed simply as a consequence of unacceptable behaviour. This will normally be based on health and safety of the child/young person.

Caution should be exercised to ensure that sanctions do not act as positive re-enforcement of unacceptable behaviour.

Children may have the opportunity to reduce the sanction or natural consequence by demonstrating positive behaviour management.

Before any sanction is imposed staff/carers must be satisfied of the following:

- a. That the child was capable of behaving acceptably and understands what was required of him/her;
- b. That other encouraging and rewarding Strategies have not worked or would not work in the circumstances;
- c. That the sanction imposed is relevant, fair and must last no longer than is absolutely necessary;
- d. That there is a view that the sanction may encourage acceptable behaviour or act as a disincentive to unacceptable behaviour.

Monitoring and Recording of Sanctions

At Overley, sanctions and Natural consequences must be manually recorded in the Sanctions book/log kept by the home and may be recorded in the weekly integrated report so that parents and professionals are aware also.