

# Wellingtonia Promoting Positive Relationships Policy

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Reviewed on	13.05.2020
To be reviewed by	13.05.2021

# Wellingtonia Promoting Positive Relationships Policy

## **Legislative framework and guidance:**

Regulation 11: The positive relationships standard.

## **Outcome:**

- Staff develop a healthy relationship with young people who live at Wellingtonia.
- Staff to uphold and emphasise honesty, trust and mutual respect.
- Young People are facilitated to develop and benefit from relationships based on:
  - Mutual respect and trust;
  - Role modelling safe and acceptable behaviour
  - Positive responses from adults
- Staff support young people to develop other relationships both within Wellingtonia, family and within the wider community.

## **Building Positive Relationships with Others:**

The Registered Manager and Head of Care will work closely with the placing authority to understand the young person's history / diagnosis and the appropriateness of any contact.

Staff will work closely with school and other professionals to ensure the young person is supported to access wider activities and relationships.

Regulation 11 highlights the expectations on staff in building a positive relationship with each young person and helping them to develop skills to have positive relationships with others. 'Others' include individuals both inside and outside the Home such: family members, siblings, previous carers and friends (in accordance with their relevant plans). The care planning policy provides further detail in respect of contact with parents, relatives and friends.

Wellingtonia staff will understand the positive impact that supporting friendships can have and will encourage the young people to form appropriate friendships both at Wellingtonia and within the wider community. This will be in accordance with the young person's placement plan and dependant upon appropriateness.

Some young people are not safely able to form friendships outside of the home, or they may be at risk or pose a risk if they are able to do so, however friendships within the home and contact visits will always be supported.

Where possible or appropriate friendships outside of the home will be encouraged through attendance at social groups etc.

## **Role Modelling Positive Behaviour:**

Wellingtonia has high expectations of standards of behaviour from staff and also from young people.

Staff will role model positive relationships and to facilitate young people to understand this, staff will:

- Show empathy and understanding towards each other and the young people.
- Speak to other staff in a respectful way.
- Challenge other staff who do not speak in a respectful way to each other.
- Reinforce, praise and encourage kind and safe behaviour towards others.
- Challenge and report unkind or difficult behaviour between young people and if appropriate discuss this with the young person using talking mats etc.
- Support existing positive relationships between staff members and young people and if possible ensure the young person spends time with the individual who they have share a good relationship.
- Encourage young people to communicate their views wishes and feelings regarding contact, friendships and staff relationships.
- Understand factors which may cause the young person to behave in a socially acceptable way.
- Build constructive, warm relationships with young people that actively promote positive behaviour and which shows boundaries in regards to unsafe or challenging behaviour.
- Attend supervision and reflect upon how their own feelings and behaviour may be affected by the behaviour of the young people they care for and vice versa.
- Be aware and work within the Counter bullying Policy and procedure

## **Responsibilities of Staff:**

Staff must always work in a young person focused way and must ensure they adhere to the young person's behavioural and emotional needs, as set out in the child's relevant plans. With a particular focus upon:

- Facilitating each young person to develop socially aware behaviour to the best of their abilities.

- Encourage each young person to take responsibility for their behaviour, to the best of their abilities.
- Facilitate each young person to develop and practice skills to resolve conflicts or challenging situations positively and without harm to anyone.
- Communicate to each young person expectations about their behaviour and ensure they understand those expectations to the best of their abilities.
- Facilitate each young person to recognise, in a way that is appropriate to their individual understanding, their personal, sexual and social relationships, and how those can be supportive or harmful.
- Facilitate each young person to develop to the best of their abilities the understanding and skills to recognise or withdraw from damaging, exploitative or harmful relationships.
- Understanding how young people's emotions are communicated through behaviour and have the competence and skills to interpret these and develop positive relationships.
- Recognising and report when bullying may be an issue.
- Ensuring each young person is encouraged to build and maintain positive relationships with others.

## **Responsibilities of the Registered Manager:**

The Registered Manager is responsible for upholding high aspirations for the young people at Overley and building positive relationships is central to this. The Registered Manager will:

- Ensure contact occurs in accordance with relevant plans.
- Keep the homes Contact and Access to Communications Policy under review and question whether it promotes positive relationships effectively.
- Advocate on behalf of any young person whose care plan does not support positive relationships.
- Ensure staff are kept updated regarding current friendships and difficulties between young people so this can be managed appropriately.
- Where appropriate ensure that young people are accessing group and meeting other young people outside of the home.
- Hold staff to account in regards to positive role modelling.
- Address and unacceptable, inappropriate or unkind behaviour between staff to ensure staff maintain good role modelling.