

Cirk Hes

Behaviour Policy

This Behaviour Policy should be read alongside the **Cirk Hes Code of Conduct**, with particular reference to the organisation's provisions for participants with additional or special support needs.

Cirk Hes is committed to providing a safe, inclusive and positive environment for all participants, staff and volunteers. To achieve this, the support provided to participants will be reviewed on an ongoing basis to ensure it remains appropriate to their individual needs and enables them to participate safely and successfully in circus activities.

Reviewing Support

Where challenging behaviours emerge after a participant has started attending Cirk Hes, or where behaviours change during an agreed programme of support, the participant's provision should be reviewed. Examples of behaviours that may prompt a review include, but are not limited to:

- Persistent disrespectful or inappropriate behaviour towards staff or other participants.
- Deliberate damage to equipment or property.
- Violent, threatening or abusive behaviour.
- Any behaviour that presents a significant risk to the participant or others.

A review should consider:

- Whether the current staffing ratio and staff skill mix are appropriate.
- Whether activities remain suitable for the participant's changing needs, abilities and interests.
- Whether additional or alternative support is required to enable safe and meaningful participation.
- Whether reasonable adjustments can be made to better support the participant within the Cirk Hes environment.

The aim of any review is to identify the most appropriate support, rather than to exclude participants from activities wherever possible.

Restrictive Practice

Any incident involving physical restraint or other restrictive practice must be recorded in accordance with Cirk Hes procedures and discussed with the relevant commissioner or referring organisation.

Where restrictive practice has been used on more than one occasion with the same participant, a formal review of that participant's support plan must take place. The review should consider the reasons for the incidents, whether current strategies remain appropriate, and what changes may reduce the likelihood of future restrictive interventions.

Behaviour and Enrichment Plans

Behaviour Support Plans and Enrichment Plans should be reviewed regularly in partnership with the participant (where appropriate), their family or carers, and the relevant commissioner.

Where reviews identify that a participant's needs have changed, different levels or types of support should be considered. The objective is to ensure that every participant receives the support they need to engage safely, confidently and successfully, while enjoying the fullest possible benefit from participating in circus arts at Cirk Hes.

Cirk Hes is committed to working collaboratively with commissioners, families and support professionals to ensure that support remains person-centred, proportionate and responsive to each participant's changing needs.

Further Reference

For further reference to this document, please see: www.cirkhes.co.uk/policyandprocedure

There you will also find policies including:

- Code of Conduct
- Use of Restraint
- EOTAS Student Induction and Referral Process
- Safeguarding
- How to report a concern or complaint

Cirk Hes Ltd.

www.cirkhes.co.uk

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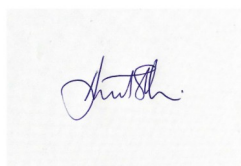
Policy Owner: Ross Wheeler (SEND Lead)

Approved By: Naomi Lewis (Charity Manager) on behalf of the Cirk Hes Ltd Board of Trustees

Date Approved: 17-07-26

Reviewed and approved by the Board 18/09/2026

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Handwritten signature of Naomi Lewis in blue ink, with the name 'Naomi Lewis' written above it.Handwritten signature in blue ink, appearing to be 'J. Smith'.