

Dedham Therapy Farm CIC

Procedure for Managing Behaviour

Review –August 2023

Introduction

It is possible that Farm Assistants may present with challenging behaviour when on the farm. A risk assessment, referral and initial OT assessment to be completed with each Farm Assistant to ascertain the likelihood of challenging and anti-social behaviour. Sessions are tailored to meet the interest and needs of individuals accessing the service. Farm Assistants must consent to engaging in intervention at Dedham Therapy Farm CIC. This reduces the likelihood of anti social or challenging behaviour.

Anti-social language or behaviour is not accepted at Dedham Therapy Farm CIC. Any anti-social behaviour is to be reported to the working Manager and appropriate action will be taken.

Action Taken

The following actions will be taken:

- No physical restraint will be used on anyone visiting or working at Dedham Therapy Farm CIC. (Unless member of management deems a risk to life is possible. Staff must be able to protect themselves and others in this instance).
- Use of verbal de-escalation will be used.
- If a Farm Assistants behaviour becomes a risk to themselves, others or animals and verbal de-escalation is not successful, the police will be called on for assistance.
- Therapist to remove self and others from vicinity in the event of a risk of injury to themselves or other Farm Assistants. Office or other closed space can be used to keep self of others safe in the event of risk of injury.
- The disciplinary policy and procedure will be followed for any employees or volunteers.
- Any anti-social behaviour will be recorded on the Farm Assistants clinical notes and incident report. Risk assessments updated and added to the Assistants file.
- Farm Assistants with repeated unacceptable behaviour will be discharged from service.