



Cut The Mustard Club

DISCOVER. GROW. ACHIEVE.

Cut The Mustard Club

Code of Conduct

Cut The Mustard Club (CTMC) aims to focus on rewarding and praising the good behaviour of our participants. Positive feedback has been widely shown to be much more effective than negative feedback in promoting good behaviour. Our outdoor sessions are intended to be fun for the participants and we intend that a positive ethos will lead to positive relationships between all participants.

We like to focus on looking after ourselves, each other and our site. There is an expectation for everyone to follow these basic rules:

- Come to CTMC appropriately dressed for the weather.
- Be kind, considerate and respectful to everyone else.
- Stay within the boundaries decided by the group at the beginning of the session.
- Take care not to damage or hurt the plants, animals or people on the site.
- Listen to and follow the rules about fire safety and other activities that you are involved in.
- Only use tools if you are with an adult and they have given you permission to do so.
- Do not put fingers or anything else in your mouth.
- Tell an adult if you spot a hazard that you think might be dangerous.
- Leave the site and any equipment as you found it.

The safety of all participants is very important to us. If a participant is behaving in a disruptive manner that puts the safety of them or others at risk, CTMC staff or helpers will give the individual a verbal warning. If the behaviour puts individuals at risk, the participant will be removed from the current activity and given the opportunity to engage in a different activity. If repeated warnings and attempts to engage the participant in different activities are ineffective in correcting behaviour, CTMC staff will talk to teachers and parents or other appropriate adults to try and find a solution which will ensure the continued participation in the CTMC programme.

Only if entirely necessary, physical intervention may be used in order to avoid immediate danger to any person (including the individual themselves). If physical intervention does take place, this will be recorded in an Incident Report form and parents/carers will be informed as soon as possible.

We expect that all adults working at CTMC will be there to act as positive role models for the participants. This conduct is expected in terms of interpersonal relationships and behaviour towards the environment. We work in a positive environment where caring and nurturing of individuals in our care are key values. Some activities often have a perceived element of danger and we will be vigilant in allowing children to participate in these activities in a safe manner. We will work to ensure that participants have the opportunity to explore their own interests and we will work with them to get around barriers that may normally prevent these being explored. Behaviour management will be carried out in a positive manner. In doing so we hope to avoid damaging morale, motivation and self-esteem which are so important within our ethos.

CTMC workshops are intended to be a positive experience for all participants. Many students find typical school situations uncomfortable for a wide variety of reasons. At CTMC we intend to allow all students to take part in a wide range of activities. The activities available are not prescribed by a specific curriculum and there are no qualifications or grades necessary to ensure positive participation. We hope to empower students to work on their own strengths and in so doing help them develop in terms of confidence, motivation and self-esteem. Students will have opportunities to express themselves in a positive and supportive environment and work on personal skills that will help them in the wider world.

Where situations arise in which participants are behaving in ways that threaten the safety of the individual or group, staff will ensure that steps are taken to de-escalate the situation to protect the safety of all of the group. We will work with the individuals to try and find out the cause of the incident from the points of view of different parties. We will try to ensure that individuals understand why the situation may be a problem for the group. We will try to give the individuals opportunities to see and express empathy and understand the effect of their actions on the rest of the group. After de-escalation, we will work with the individuals to develop strategies which may prevent similar incidents arising again.

In all cases of incidents where participants have been put at risk of harm, CTMC will complete an Incident Report Form. Where necessary the incident will be reported to the parents/carers and if applicable the associated institution. Where relevant, significant issues will be discussed with parents or carers in a private conversation with or without the participant present.

