

The RJ4All Rotherhithe Community Centre

Behaviour Policy

The RJ4All Rotherhithe Community Centre is managed by Restorative Justice For All (RJ4All), who provide services for the community, and is owned by Clarion Housing. The facility exists to facilitate a healthy, vibrant and inclusive community.

This means that the Community Centre, its staff (whether employed or voluntary), service users, hirers, and the general public who access the Centre, each have a responsibility to contribute to an environment where people and property are:

- Valued and respected (regardless of age, background, ethnicity, gender identity, political affiliation, race, religion or sexual orientation)
- Treated courteously and respectfully at all times and in all circumstances
- Permitted to engage in the activities of the Centre without hindrance
- Encouraged to work with each other to solve differences and avoid conflict
- Encouraged to consider the needs of others and moderate their own behaviour

We believe that the vast majority of people know how to behave in ways that support a healthy, vibrant and inclusive community and how to moderate their behaviour in appropriate ways so that their behaviour does not negatively impact other people or spoil their enjoyment of the Community Centre and its facilities.

However, for the avoidance of doubt, RJ4All Rotherhithe Community Centre wants to identify the following behaviours as totally unacceptable:

- Any behaviour which might reasonably be understood to intend by words, actions, attitudes or gestures to inflict hurt or harm on others or their property
Bullying – whether by words (including malicious gossip and ‘jokes’),

- Actions (such as intimidation), electronic media (posting malicious content or opinions)
- Damage to Centre property or personal property
- Harassment – whether verbally, physically, sexually or by digital media
- Offensive language – the Centre is open to people of all ages and cultural backgrounds, and coarse and offensive language will have a negative impact on some people. Further, the neighbours of the Centre include families with young children, and they must not to be witnesses to coarse or offensive language
- Publishing, displaying or circulating offensive materials whether discriminatory, racist, sexist, pornographic or otherwise offensive
- Victimisation – a negative action or attitude towards another person based on perceived differences of opinion or belief
- Violence – whether by words or actions or attitude Sanctions for Unacceptable Behaviour

Individuals who want to use our facility may be asked to sign our Behaviour Contract, especially when using the centre on a regular basis.

In the instance where one of the above behaviour was to occur, staff should follow the below steps.

Step 1. First level of moderation

It is expected that any of these unacceptable behaviours will be brought to the attention of the person behaving in this unacceptable way by anyone affected by this behaviour. It is expected that this will be done politely and respectfully, and it is expected that the unacceptable behaviour will be moderated immediately.

Step 2. Second level of moderation

Where a person is unable or chooses not to moderate their behaviour RJ4All staff (whether paid or voluntary) may be required to consider two questions:

1. Is the unacceptable behaviour a likely criminal act?

RJ4All staff have a duty to consider the safe use of the Centre by the entire community. To safeguard the wider community, the organisation will report to the Police any behaviour which they believe to be criminal in nature or intent.

- Staff should report any behaviours of criminal nature/intent to staff to their line management which in turn will be reporting to the Director. Staff will log these behaviours in RJ4All incident log providing as much detail as possible.
- After discussion, if the behaviour is commonly agreed to be criminal in nature or intent, the Director will report to Clarion Housing and relevant authorities such as the Safer Neighbourhood Watch, Anti-Social Behaviour, and the Police.

2. Will the unacceptable behaviour be moderated by a sanction?

Staff may ask a person whose unacceptable behaviour is not being moderated appropriately to leave the premises with immediate effect.

Following the above, staff should log the behaviour on the incident log, and report to the line manager. The behaviour should then be discussed between the line manager and the rest of the team to agree on the most suitable next steps shall the user wish to use the centre's services again. Path of action should be considered in light of the below-suggested list, while also considering the severity of the behaviour:

- If not signed yet, ask the user to read and sign the 'Centre Usage Agreement/highway Code'. A discussion with staff can accompany this to make sure the user has understood the agreement and is willing to respect it and not repeat previous behaviour.
- If already signed, refer the user back to the agreement, with a discussion with staff to make sure the user is willing to respect it and not repeat previous behaviour.
- Implement a temporary short-term ban from the centre, followed by the two previously mentioned steps.
- Implement a temporary ban from the centre and involve Restorative Justice Practitioners.

In extreme cases, and for the safety of the community the Centre serves, RJ4All may consider a longer-term or permanent ban on any person whose behaviour is:

1. Persistently unacceptable
2. Criminal in nature or intent

Such a ban should be decided after having involved and discussed with qualified Restorative Justice practitioners, Clarion, and relevant authorities such as the Safer Neighbourhood Watch, Anti-Social Behaviour, and the Police.