

Thriveology Wellness CIC

Absconding Policy.

December 2025



ABSCONDING POLICY

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INTRODUCTION

The purpose of this policy is to establish clear guidelines and procedures for responding to incidents of a young person absconding from Thriveology's Provision; Unit 4 Freemantle Park Farm, Hannington, Tadley, RG26 5UD. The safety and well-being of young individuals is Thriveology's top priority, and this policy aims to prevent absconding, ensure prompt response, and maintain a secure environment.

This policy applies to all staff, volunteers, and young people attending Thriveology's Provision. It covers incidents where a young person leaves the premises without permission or notification.

DEFINITIONS

Absconding: When a young person leaves the designated area of Thriveology's Provision without permission or appropriate notification.

Staff: All employees, volunteers, and individuals responsible for the care and supervision of all young people at the provision site.

POLICY STATEMENT

Thriveology is committed to providing a safe and secure environment for all young people. We recognise that absconding can pose significant risks to the individuals involved, including potential harm and exposure to dangerous situations. This policy outlines the preventative measures, response protocols, and reporting mechanisms for incidents of absconding.



PREVENTATIVE MEASURES

To minimise the risk of absconding, Thriveology will implement the following measures:

Supervision: Maintain appropriate staff-to-young person ratios to ensure adequate supervision – 2:1.

Engagement: Develop individualised behaviour plans that include structured activities to engage young persons and address their needs and interests.

Environment: Ensure the physical environment is secure and designed to promote safety, including monitoring access points and minimising potential escape routes.

Training: Provide regular training for staff on recognising warning signs of potential absconding, de-escalation techniques, and appropriate intervention strategies.

Communication: Foster open communication with the young person to build trust and rapport, encouraging them to express any concerns or issues they may have.

RESPONSE PROTOCOL

In the event that a young person absconds, the following steps will be taken:

1. Immediate Action:

Staff will promptly notify the designated lead staff member (e.g., Manager) about the incident.

Staff will conduct a thorough search of the premises and surrounding areas to locate the young person.

2. Assessment:

Evaluate the circumstances of the absconding incident, including the time of departure, any known triggers, and the young person's state of mind.

3. Notification:

If the young person is not located within a reasonable timeframe (e.g., 15 minutes), staff will notify the young person's emergency contacts and local authorities as necessary.

Document the incident in detail, including the time of the incident, actions taken, and any conversations with the young person prior to absconding.

4. Post-Incident Review:

Conduct a debriefing with staff involved in the incident to evaluate the response and identify any areas for improvement.

Review the young person's case to assess any changes needed in their individualised behaviour plan to prevent future incidents.

5. Follow-Up:

Once the young person is located, provide appropriate support and counselling to address the reasons for absconding.

Re-establish communication and trust with the young person through restorative conversations to ensure their emotional well-being.

REPORTING AND DOCUMENTATION

All incidents of absconding must be documented in the young person's file on CPOMS, including date, time, circumstances, and actions taken. A summary report should be submitted to the management team for review and monitoring of trends or patterns in absconding behaviour.

REVIEW AND MONITORING

This policy will be reviewed annually or sooner if needed, based on incident reports or changes in legislation. Staff will receive training on this policy and related procedures to ensure compliance and understanding.



Review Date: DEC 2026

This policy should be communicated to all staff, volunteers, and young persons at Thriveology's Provision and be readily accessible for reference.