

Sanctions Policy

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Regulations and Standards:

The Children's Homes (England) Regulations 2015:

- Regulation 11 - The positive relationships standard.
- Regulation 35 - Behaviour management policies and records.

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1. Approved and Non-Approved Sanctions:

The sanctions that are approved for residential childcare are listed below, for a list of non-approved sanctions, see 'Appendix 1: Non-Approved Sanctions'.

The following restrictions, if placed upon a child, are deemed to be a sanction, and must be recorded:

- Confiscation or withdrawal of a telephone or mobile phone in order to protect a child or another person from harm, injury or to protect property from being damaged.
- The requirement for a child to get up or go to bed early: This sanction should be used with caution, and it should be treated with care as it is important that children do not associate their bedroom, which is their personal space, with punishment. Children may also associate being in their rooms with experiences of abuse.
- The 'grounding' of a child within the home, or any restriction on an individual from leaving the home. Although 'grounded', a child may only be prevented from leaving the home by



the use of Physical Intervention in certain circumstances. See 'Restrictive Physical Intervention Procedures'.

- Preventing a child from being carried in a vehicle; a 'Car Ban'; even if a car ban is in place staff can take children on essential journey's e.g., to visit parents, or to go to a Doctor's appointment, with the authority of the manager.
- Any restriction on the normal use of or undertaking of activities or leisure pursuits, including withdrawal or suspension of the use of a TV.
- Loss of privileges or any requirement on a child to undertake additional / extra household chores or tasks.
- The payment of pocket money as reparation for damage to property or theft – children may only be required to pay a maximum of 2/3 pocket money up to a maximum of eight weeks for damage or theft.

2. Informing Children:

Children should be informed about the range of sanctions that may be imposed upon them and the possible circumstances which may result in sanctions being utilised. Children should be encouraged to identify sanctions that they feel are appropriate to the situation (as a negotiated sanction is more likely to succeed).

3. When Sanctions may be Imposed:

HND Children's Care LTD will only permit approved sanctions which are fully consistent with this policy and duly authorised by each home manager. Sanctions tend to be effective when the child cares about what happens to him / her and cares about where he/she resides. The relationship between the individual and the person imposing the sanction is also important.

Sanctions are not punishment but are strategies designed to help children understand acceptable behaviour. Sanctions may only be imposed as a last resort with the intention of encouraging acceptable behaviour or acting as a disincentive for unacceptable behaviour.

Sanctions must never be imposed simply as a consequence of unacceptable behaviour. The table below identifies acceptable consequences to behaviours. Caution should be exercised to ensure that sanctions do not act as positive re-enforcement of unacceptable behaviour.

Before any sanction is imposed staff must be satisfied of the following:

- that the child was capable of behaving acceptably and understands what was required of him / her
- other encouraging and rewarding strategies have not worked or would not work in the circumstances.
- the sanction imposed is relevant, fair, proportionate, and must last no longer than is absolutely necessary.
- there is a view that the sanction may encourage acceptable behaviour or act as a disincentive.



4. Monitoring and Recording use of Sanctions:

The homes manager must monitor and review the use of sanctions and be satisfied that they are used appropriately. Sanctions must be discussed and agreed by the whole staff team in principle, and where applied communicated through handovers, logbooks, and children's records.

Any sanction that is used must be appropriately recorded in the child's records.

Any sanction should be countersigned by the manager as soon as is reasonably practically possible; or a nominated on-call manager.

Appendix 1: Non-Approved Sanctions:

The following sanctions are not approved/prohibited:

1.	Any form of corporal punishment.
2.	Any punishment relating to the consumption or deprivation of food or drink.
3.	Any restriction, other than one imposed by a court, on a young person's contact with or visits to / from their parents, relatives, or friends. Young people must be allowed access to a telephone helpline providing counselling for children and restrictions may also not be made on communication with: Any solicitor or other adviser or Advocate acting for the child. Any officer of the Children and Family Court Advisory and Support Service appointed for them. Any social worker for the time being assigned to the young person by their Placing Authority. Any person appointed in respect of a Complaints or Child Protection Investigation. Any person appointed as an Independent Visitor for a young person. Any person undertaking an inspection on behalf of the Regulatory Authority or authorised by them to visit / meet the young person. Any person authorised by the local authority in whose area the children's home is situated.
4.	Withholding basic items of clothing or requiring that the young person wear distinctive or inappropriate clothes (except when required for educational purposes or special activities).



5.	The use or withholding of medication, medical or dental treatment.
6.	The intentional deprivation of sleep.
7.	The imposition of financial penalty (except by way of reparation).

8.	Any intimate physical examination of the young person, see 'Searching Children/Bedrooms Procedure'.
9.	The withholding of any aids or equipment needed by a Disabled Child
10	Any measure which involves another young person in the imposition of any measure against another young person or the punishment of a group of young people for the behaviour of an individual.
11	The modification of a child's behaviour through bribery or the use of threats
12	Swearing at or the use of foul, demeaning or humiliating language or measures.

HND Children's Care LTD will not tolerate and or accept poor practices and will initiate disciplinary measures against staff who use inappropriate measures of control as outlined above.

End.