



Behaviour Policy

Our club is committed to creating a happy and safe environment through effective behaviour management strategies that promote the welfare, learning and enjoyment of children. This is achieved through the use of clear, consistent and positive strategies.

The club's Behaviour Policy aims to help develop and foster:

- A sense of caring and respect for everybody
- Caring and cooperative relationships with other children and adults
- A range of social skills and a solid understanding of what constitutes acceptable behaviour
- Each individual's self-confidence, self-discipline and self-esteem
- The confidence in children to speak out if they experience bullying, racism or other unacceptable behaviours

The club's Behaviour Policy is structured around the following principles:

- Staff and children will work together to establish clear ground rules which are periodically reviewed so that newcomers can also contribute their ideas
- The ground rules will apply equally to children and staff
- Activities are varied, well-planned and structured to keep children engaged and challenged and therefore less likely to behave in a negative fashion
- Positive behaviour will be reinforced with praise and encouragement, as well as using a visual aid of a reward chart. A child will receive a star for good behaviour and the children with the most stars at the end of each month will receive a prize.
- Negative behaviour will be challenged in a calm and assertive manner - children's energies will be redirected through alternative, positive options while non-negotiable issues will be explained clearly.
- Staff will set a positive example by behaving in a friendly and tolerant manner, thus promoting an atmosphere of respect where everybody and everything, is valued
- The children are encouraged to work through disagreements with their peers over resource sharing, activity choosing and role taking
- The children are also encouraged to respect the property of their peers and the Club and to ensure that they take necessary care of any resources and toys provided in club; whilst not taking anything



- belonging to another child
- The children and staff are encouraged to talk about feelings and opinions
- Staff will not threaten or actually use corporal punishment to deal with negative behaviour and will take reasonable steps to ensure the same applies to anybody who cares for or is in regular contact with the children, on or away from the premises

When instances of unacceptable behaviour arise the following actions will be taken:

- Staff will communicate in a clear, calm and positive manner
- Open discussions will take place between staff and children about their behaviour so that they understand its negative aspects and think through its causes and effects for themselves and other people. They will also be given the chance to have their say.
- Staff will work as a team to discuss incidents and resolve to act collectively and consistently.
- Staff will discuss concerns with parents/carers at the earliest opportunity to try to identify the causes of negative behaviour and share strategies for dealing with it.
- Staff will encourage and facilitate mediation between children to resolve conflicts through discussion and mediation
- Staff will be clear to distinguish between disengaged, disruptive and unacceptable behaviour
- Children will have the chance to make amends for their behaviour, and if appropriate, re-join the activity
- If the negative behaviour persists or worsens, more serious actions may be taken in accordance with the Exclusion policy. At all times, the consequences of their actions will be made clear to children.
- Serious Incidents will be recorded in the incident book.

In some cases; for example, where children have SEN this behaviour policy may be altered to take into account their level of understanding and particular needs. This will be after consultation with parents/carers, the child themselves if this is possible, other settings the child attends, for example school, and other agencies if this is required.

Physical intervention will be used only as a last resort and after all possible non-physical methods have been exhausted. Every effort will be made to avoid its use when a member of staff is alone with a child. If a member of staff is not confident with using physical intervention in a particular



situation, the Club Manager should be called and in extreme cases, the police. If physical intervention must be used:

- It will be used as an act of care and control and never punishment. It will never be used to force a child to do something when there is no immediate risk to people or property.
- Children will be pre-warned that physical intervention will be used if their behaviour does not stop.
- Dialogue will be maintained with the child at all times, with the member of staff explaining what they are doing and why they are doing it.
- The force of physical intervention will be proportionate to the age, size and strength of the child or children involved
- As soon as it is safe, physical intervention will be gradually relaxed to allow the child or children to regain self-control
- When physical intervention takes place, the Club Manager will be notified and the incident recorded in the Incident Book. The parents/carers concerned will also be notified the same day.

Necessary physical intervention must be clearly differentiated from violence or abuse. The latter will be dealt with through disciplinary action in accordance with the safeguarding policy.

Reviewed November 2019

Signed

(Club Manager)