

Behaviour Management

Our Club recognises the importance of positive and effective behaviour management strategies in promoting children's welfare, learning and enjoyment. All staff and Committee members will work together to promote good behaviour within the club.

The aim of our Behaviour Management policy are to help children to

- Develop a sense of caring and respect for one another.
- Take into account children's feelings and viewpoints.
- Build caring and co-operative relationships with other children and adults whilst upholding confidentiality at all times.
- Develop a range of social skills and help them learn what constitutes acceptable behaviour, taking into account children's ages and stages of development.
- Develop confidence, self-discipline and self-esteem in an atmosphere of mutual respect and encouragement. Therefore creating an appropriate environment for all.

Behaviour strategies

The Senior Play Worker and staff will manage behaviour according to clear, consistent strategies. Parent/carers are encouraged to contribute to these strategies, raising any concerns or suggestions.

Behaviour management in the club will be structured around the following principles:

- Staff and children will work together to establish a clear set of boundaries governing all behaviour within the club. These will be periodically reviewed so that new children have a say in how the club

will operate.

- The club's boundaries will apply equally to all children and staff
- Positive behaviour will be reinforced with praise and encouragement with reward systems such as stickers or being The Base helper. This helps to build trust and self esteem.
- We encourage children to share their achievements and any celebrations they may have and wish to share with us.
- We display various posters on behaviour and children's rules. Therefore setting clear guidelines and boundaries for children to adhere.
- Inappropriate behaviour will be approached in a calm but assertive manner. In the first instance, staff will try to re-direct children's energies by offering them alternative and positive options. Staff will be open in stating and explaining non-negotiable issues.
- When dealing with negative behaviour staff will always communicate in a clear, calm and positive manner.
- Staff will make every effort to be a good role model to children by behaving in a friendly and tolerant manner themselves, promoting an atmosphere where children and adults respect and value one another.
- Staff will endeavour to avoid shouting whilst in the presence of children.
- Staff will hold regular and open discussions with children about their behaviour. This will help them to understand the negative aspects of

their behaviour and enable them to have their say.

- Staff will work as a team by discussing incidents and act collectively and consistently on a daily basis.
- Staff will try to discuss concerns with parent/carers at the earliest possible opportunity and in an attempt to help identify the causes of inappropriate behaviour and share strategies for dealing with it.
- Children who experience any form of bullying or other unacceptable behaviour will be given the confidence to speak out by creating a friendly, approachable and trusting environment within the setting.
- Staff will encourage and promote mediation between children to try to resolve conflicts by discussion and negotiations.
- Activities will be varied, well planned and structured so that children are not easily bored or distracted.
- Staff will be required to attend Behaviour Management training courses where appropriate.
- Staff will be advised to speak and liaise with PSA (Parenting Support Advisors) in case of further support.

Dealing with inappropriate behaviour

When confronted with inappropriate behaviour staff will be clear to distinguish between disengaged, disruptive and unacceptable behaviour.

'Disengaged behaviour' may indicate that a child is bored, unsettled or unhappy. With sensitive interventions staff will often be able to re-engage a child in a constructive activity.

‘Disruptive behaviour’ describes a child whose behaviour prevents other children from enjoying themselves. Staff will collectively discuss incidents and concerns then agree on the best way to deal with them.

‘Unacceptable behaviour’ refers to non-negotiable actions (Appendix 1) and may include discriminatory remarks, violence, bullying or destruction of equipment. Staff will be clear that consequences will follow from such behaviour including in the first instance temporarily removing the child from the set activity.

When an incident of inappropriate behaviour occurs staff will listen to the child or children concerned and hear their reasons for their actions. Staff will then explain to the child or children what was negative about their behaviour and that such actions have consequences for both themselves and for other people.

Staff will make every attempt to make sure children understand what has been said to them. Children will always be given an opportunity to make amends for their behaviour and be able to rejoin the activity after an appropriate ‘cooling off’ period. The Base will have an area where the child can sit quietly to have time to think about their behaviour and calm down.

In the event of that inappropriate behaviour persisting, more serious actions may have to be taken. The Senior Play Worker and her deputy may consider suspensions or exclusions of a child or children as a last resort, if a child or children’s actions threaten to jeopardise the well being of other children.

We will be consistent with any actions taken on such cases so that other children attending the club will be aware of the boundaries and strategies within the setting.

The designated person will be responsible for dealing with any child or children that represent persistent inappropriate behaviour.

Whistle blowing

All staff and volunteers, who have any concerns in regard to misconduct or malpractice, should follow the guidance of NYCSB in relation to whistle blowing.

Prevent

All staff and volunteers will undertake Prevent training and will follow Prevent Practice Guidance to ensure understanding in regard to recognising risks and vulnerabilities of radicalisation.

Signed _____ **(Manager)** _____ **(Date)**

Signed _____ **(Chairperson)** _____ **(Date)**

Appendix 1

Non-negotiable actions

The following behaviour will not be tolerated at The Base Out of School Club:

- Any action of a dangerous nature
- Actions likely to cause injury ie, biting hitting, kicking, tripping, rough handling
- Actions of a rude or abusive nature ie, spitting, rude gestures, verbal abuse and swearing
- Actions of a disruptive nature ie, ignoring instructions, running away from adults, misuse of The Base Out of School Club equipment