

# Holbeach Children's Club

## Behaviour Policy

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**To be reviewed:** June 2024

**Owner:** D. Hackin

*Holbeach Children's Club is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.*

## Version Control

Version	Author	Dated	Status	Reviewed
1	DH	June 2022	Initial Policy	June 2024

## Behaviour Policy

**Introduction** Holbeach Children's Club (HCC) uses a range of effective behaviour management approaches to promote the safety, wellbeing and enjoyment of children attending the club. Working in partnership with parents and carers, we aim to promote good behaviour using clear, consistent and positive strategies, and with adults acting as role models. The club rules are clearly displayed at every session and are discussed with children regularly.

**Expectations** Whilst at Holbeach Children's Club, staff expect children to:

- Use socially acceptable behaviour such as sharing, turn-taking and honesty;
- Comply with the club rules, which are agreed with the children attending the club;
- Respect one another, accepting differences of race, gender, ability, age and religion;
- Develop their independence by maintaining self-discipline;
- Engage in a variety of activities;
- Ask for support if needed;
- Enjoy their time at the club.

**Promoting positive behaviour**

At Holbeach Children's Club positive behaviour is encouraged by:

- Being clear on expectations;
- Staff acting as positive role models;
- Maintaining a warm and welcoming environment for all;
- Specifically praising appropriate behaviour;
- Rewarding children, for example by the use of a token economy or stickers;
- Informing parents of individual achievements;
- Offering a variety of play opportunities to meet the needs of children attending the club.

It is inevitable that, as children develop and learn, there are times when they need support and guidance to know what behaviour is appropriate and recognise when their behaviour is not acceptable. Staff at HCC will try to determine the cause or triggers of any inappropriate behaviour to prevent the situation from recurring.

**Managing inappropriate behaviour**

- Challenging behaviour will be addressed by staff in a calm, firm and positive manner at all times.
- In the first instance, the child will be given a verbal prompt or reminder to adjust their behaviour.
- If this prompt is not responded to as required, the child may be temporarily removed from an activity so that staff can speak with him or her about their behaviour choices.
- Staff will discuss why the behaviour displayed was deemed inappropriate and redirect the child to more positive actions.
- Staff will give the child the opportunity to explain and reflect on their behaviour to help prevent any recurrence and learn from the experience.

- Staff will encourage and facilitate mediation between children to try to resolve conflicts through discussion and negotiation. All parties will be given the opportunity to voice their views and witnesses spoken to if necessary to establish the facts around a problem.
- If the inappropriate behaviour appears to be as a result of identified environmental factors, eg. an activity type or peer dynamic, staff will consult with the child to find alternative activities.
- Staff will consult with parents to formulate and agree clear strategies for dealing with persistent inappropriate behaviour.
- Staff responses to inappropriate behaviour will always value children's wellbeing and dignity.

Any cases of alleged bullying between children will be taken seriously and addressed in full accordance with the HCC Anti-Bullying Policy.

If after consultation with parents and the implementation of behaviour management strategies, a child continues to display inappropriate behaviour, or in the event of a serious breach of the club's rules, the Manager may decide to exclude the child in accordance with the HCC Suspensions and Exclusions Policy. In the event of this, the rationale and processes involved in the decision will be clearly explained to the child's parents and carers.

#### **Physical intervention**

Physical intervention will only be used as a last resort when staff believe that action is necessary to prevent injury to the child or others, or to prevent significant damage to equipment or property. Any such action will be proportionate, aim exclusively to limit harm and be disengaged from as soon as practicable. If a member of staff has to physically intervene with a child, the Manager will be immediately notified and a **Serious Incident Record** be completed. The incident will then be discussed with the parent or carer as soon as possible and a risk assessment undertaken if the incident is deemed likely to recur.

If staff are not confident about their ability to contain a situation, they should call for support from the Manager or, in extreme cases, the police.

All such serious incidents recorded will be filed securely and reported to the Board of Trustees on a termly basis. This may be used to identify a pattern of behaviour, which may indicate an underlying cause. If a pattern of incidents indicates possible abuse, the Designated Safeguarding Lead (DSL) will be immediately informed and procedure followed as per the HCC Safeguarding and Child Protection Policy.

#### **Review**

This policy will be reviewed every two years.