

ALL SAINTS BEFORE & AFTER SCHOOL CLUB

Behaviour Management

Our Club recognises the importance of positive and effective behaviour management strategies in promoting children's welfare, learning and enjoyment.

The aims of our Behaviour Management policy are to help children to:

- Develop a sense of caring and respect for one another.
- Build caring and co-operative relationships with other children and adults.
- Develop a range of social skills and help them learn what constitutes acceptable behaviour.
- Develop confidence, self discipline and self esteem in an atmosphere of mutual respect and encouragement.

Behaviour Management Strategies

The Club, the Manager and the staff team will manage behaviour according to clear, consistent and positive strategies. Parents/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:

- Positive behaviour will be reinforced with praise and encouragement.
- Negative behaviour will be challenged 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 set a positive example 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 avoid shouting at children or work colleagues.
- Staff will facilitate 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 and be helped to think through the causes and effects of their actions.
- Staff will work as a team by discussing incidents and resolving to act collectively and consistently.
- Staff will try to discuss concerns with parents/carers at the earliest possible opportunity in an attempt to help identify the causes of negative behaviour and share strategies for dealing with it.

- Children who experience bullying, racism or other unacceptable behaviour will be given the confidence to speak out
- Staff will encourage and facilitate mediation between children to try to resolve conflicts by discussion and negotiation.
- Activities will be varied, well planned and structured, so that children are not easily bored or distracted.

Dealing with Negative Behaviour

When confronted with negative 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 purposeful activity.

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

'Unacceptable' behaviour refers to non-negotiable actions 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 a child from the activity session.

When an incidence of negative 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 ensure that children understand what is being said to them. Children will always be given the opportunity to make amends for their behaviour and, unless it is judged inappropriate, be able to rejoin the activity.

In the event that unacceptable behaviour persists, more serious actions may have to be taken. At all times, children will have explained to them the potential consequences of their actions.

Ground Rules

All children attending the Club will be expected to behave in accordance with our rules.

These being :

- Children should follow any instruction given first time.
- Children should walk sensibly around school.

- Children should respect other people and their property as well as the Club equipment.
- Children should keep their hands, feet and other objects to themselves.
- Swearing, spitting, bullying and fighting are all unacceptable in any circumstances.

Failure to follow any of these rules will result in the following consequences:

- If a child breaks one of the above rules, they will initially be told by an adult that their behaviour is unacceptable and should not continue.
- If a child then continues to misbehave, they will then have to 'sit out' quietly on their own and think about their actions for 10 minutes. If a second incident occurs on the same night they will be asked to 'sit out' for the rest of the evening, depending on the severity of the incident and their parents will be informed of the incident.
- If a child is reported to their parents three times or more within a half term, they may be excluded for a week.

Incidents that need to be recorded in the Incident Record book will be done in the following way:

- Name of person making record of incident (person dealing with the incident).
- The child's name will be put in the incident book along with the time and the location.
- The nature of the incident.
- Other persons involved.
- Witnesses.
- What was the adult's role in the incident.
- Have the parents been informed.
- The incident will be reported to the chairperson.

IN EXTREME CIRCUMSTANCES, i.e. INJURY TO STAFF OR ANOTHER CHILD, EXCLUSION WILL BE AT THE DISCRETION OF CLUB STAFF.

This policy was adopted by the Management Committee.

Date: May 2008/September 2009/January 2011/January 2013/January 2015/January 2017/January 2019/ January 2021

Review Date: January 2023

Agreed & Signed By: (Manager)

..... (Chairperson)