

Guidance on Behaviour Policies

These are essential if you are working with children and young people, whether in a Before School Club, an After school Club or a Holiday Scheme. They establish clear expectations for those involved and specify the consequences of inappropriate behaviour.

Schools will have their own behaviour policies in place. Children and young people will be aware of these policies and they can be applied to activities taking place at the school venue during school holidays. Alternatively, children and young people can define their own boundaries and acceptable behaviour.

Behaviour Management – (Example for Guidance only)

This example has been compiled by the young people involved in a specific holiday scheme.



Always listen



Always walk



Be kind and friendly



Follow directions or instructions



Three strikes and you're OUT
(For the session or day only)

NB:

Excluding a pupil from a Childcare setting or an OOSHL activity due to bad behaviour needs to be co-ordinated with the school and the child's parents / carer. A definite policy or procedure needs to be in place.

Behaviour Management

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

The aims of the Behaviour Management policy are to help children and young people to:

- Develop a sense of caring and respect for one another;
- Build caring and co-operative relationships with other children young people 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

Behaviour will be managed according to clear, consistent and positive strategies. Parents / carers are encouraged to contribute to these strategies, raising any concerns or suggestions.

Behaviour management 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, coaches or providers will try to re-direct children's energies by offering them alternative and positive options. They will be open in stating and explaining non-negotiable issues.
- When dealing with negative behaviour, staff, coaches or providers will always communicate in a clear, calm and positive manner.
- Staff, coaches or providers will make every effort to set a positive example to children and young people by behaving in a friendly and tolerant manner themselves, promoting an atmosphere where children, young people and adults respect and value one another.
- Staff, coaches or providers will avoid shouting at work unless it is necessary in the course of a specific activity that is taking place.
- Staff, coaches or providers will facilitate regular and open discussions with children and young people 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, coaches or providers will work as a team by discussing incidents and resolving to act collectively and consistently.
- Staff, coaches or providers 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; if appropriate.
- Children or young people who experience bullying, racism or other unacceptable behaviour will be given the confidence to speak out.
- Staff, coaches or providers will encourage and facilitate mediation between children or young people to try to resolve conflicts by discussion and negotiation.
- Activities will be varied, well planned and structured, so that children and young people are not easily bored or distracted.

Dealing with Negative Behaviour

When confronted with negative behaviour, staff, coaches or providers will be clear to distinguish between 'disengaged', 'disruptive' and 'unacceptable' behaviour.

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

'Disruptive' behaviour describes a child or young person whose behaviour prevents other children from enjoying themselves. The staff, coaches or providers 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. The staff, coaches or providers will be clear that consequences will follow from such behaviour, including in the first instance, temporarily removing a child or young person from the activity session.

When an incidence of negative behaviour occurs, staff, coaches or providers will listen to the child or children or young person / people concerned and hear their reasons for their actions. They will then explain to the child(ren) or young person what was negative about

their behaviour and that such actions have consequences for both themselves and for other people.

Staff, coaches or providers will make every attempt to ensure that children and young people understand what is being said to them. Children and young people 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, in accordance with the policies agreed between the organisation and the provider of the activity. At all times, children and young people will have explained to them the potential consequences of their actions.

The Use of Physical Interventions

Physical interventions will only be used to restrain a child or young person to avoid danger or accident only as a last resort and only then if they have reasonable grounds for believing that immediate action is necessary to prevent a child or young person from significantly injuring themselves or others or to prevent serious damage to property.

Before reaching this stage, staff, coaches or providers will have used all possible non-physical actions, such as dialogue and diversion, to deal with the behaviour. The child / children or young person / people concerned will be warned verbally that physical intervention will be used if they do not stop.

A dialogue will be maintained with the child or children / young person at all times, so that the member of staff, coach or provider can explain what they are doing and why they are doing it. Staff, coaches or providers will make every effort to avoid the use of physical interventions if they are alone with the child / children or young person / people.

Only the minimum force necessary to prevent injury or damage should be applied. For example, by diverting a child or children by leading them away by a hand or by an arm around their shoulders.

Staff, coaches or providers will use physical intervention as an act of care and control and never punishment. Physical interventions will not be used purely to force a child or young person to do what they have been told and when there is no immediate risk to people or property.

As soon as it is safe, the physical intervention should be gradually relaxed to allow the child / children or young person to regain self-control.

The force of the physical intervention will be always appropriate to the age, size and strength of the child / children or young person involved.

If staff, coaches or providers are not confident about their ability to contain a particular situation or type of behaviour, consideration will be given to calling the Head Teach (if appropriate), the organiser or, in extreme cases, the police.

Where a member of staff, coach or provider has had to intervene physically to restrain a child, the Organiser will be notified and the incident recorded in the Incident Record Book. The incident will be discussed with the parent/carer at the earliest possible opportunity.

If a staff member, coach or provider commits any act of violence or abuse towards a child or young person, serious disciplinary action will be implemented, according to Council Policy.