



## BEHAVIOUR MANAGEMENT POLICY

**INTIMIDATION, VIOLENCE OR ABUSE OF ANY KIND IS TAKEN VERY SERIOUSLY AND WILL NOT BE TOLERATED**

**THIS POLICY APPLIES TO ANY PERSON ENTERING THE CLUB**

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

The aims of our Behavior 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 behavior.
- ☺ Develop confidence, self-discipline and self-esteem in an atmosphere of mutual respect and encouragement.

### **Behavior Management Strategies**

The Club, the Manager and the staff team will manage behavior according to clear, consistent and positive strategies. Parents/Carers are encouraged to contribute to these strategies, raising any concerns or suggestions.

Behavior management in the Club will be structured around the following principles:

- ☺ Staff and children will work together to establish a set of "ground rules" governing all behavior in the Club. These will be periodically reviewed so those new children have a say in how the rules operate.
- ☺ The Club's "ground rules" will apply equally to both staff and children.
- ☺ Children will be invited onto a club council committee where they will be consulted and asked for suggestions and ideas about the running of the club and putting these into action where possible.
- ☺ Children will be encouraged to talk to adults when rules are broken rather than taking matters into their own hands.
- ☺ Positive behavior will be reinforced with praise and encouragement.
- ☺ Negative behavior will be challenged in a calm but assertive manner. In the first instance, staff will try to distract the child by offering them alternative and positive options. Staff will be open in stating and explaining non-negotiable issues.
- ☺ Behavior Management is always dependent on the age, stage of development, personality and maturity of the child involved.
- ☺ No form of physical punishment would be used or any punishment that would frighten or humiliate the child. Our aim is to show the child the right way to behave by respecting their peers, sharing and taking turns.
- ☺ No adult should Shout or raise voices unless alerting a child to a dangerous situation.
- ☺ When dealing with negative behavior, staff will always communicate in a clear, calm and positive manner.
- ☺ Staff will promote acceptable behavior, setting 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.

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- ☺ 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 behavior and share strategies for dealing with it.
- ☺ Children who experience bullying, racism or other unacceptable behavior will be given the confidence to speak out.
- ☺ Staff will encourage and facilitate mediation to try to resolve conflicts by discussion and negotiation.
- ☺ Activities will be varied, well planned and structured, so those children are not easily bored or distracted.

### **Dealing with negative behavior**

When confronted with negative behavior, staff will be clear to distinguish between “disengaged”, “disruptive” and “unacceptable” behavior.

“**Disengaged**” behavior 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**” behavior describes a child whose behavior prevents other children from enjoying themselves. Staff will collectively discuss incidents and agree on the best way to deal with them.

“**Unacceptable**” behavior 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 behavior, including the first instance temporarily removing a child from the activity session.

When an incidence of negative behavior 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 behavior and that such actions have consequences for both themselves and for other people.

If necessary “Time out” will be used as a form of distraction

Staff will make every attempt to ensure that children understand what is being said to them. Children will always be given the chance to make amends for their behavior and, unless it is judged inappropriate, be able to rejoin the activity.

In the event that unacceptable behavior persists, more serious actions may have to be taken, in accordance with the suspensions and exclusions policy. At all times children will have explained to them the potential consequences of their actions.

In the case of seriously unacceptable behavior parents/carers will be informed and asked to talk to their child. And worse case scenario will have their contract terminated.

Bullying in our Club will not be tolerated either verbally or physically. Parents/Carers will be informed and asked to talk to their child.

Creative Kidz reserves the right to terminate a contract without refund if inappropriate behavior continues.

Creative Kidz will not tolerate any type of discriminatory behavior and upholds an Equal Opportunity Policy.

### **The Use of Physical Intervention**

Staff will use physical interventions only as a last resort and then if they have reasonable grounds for believing that immediate action is necessary to prevent a child from significantly injuring themselves or others or to prevent serious damage to property.

Before reaching this stage, staff will have used all possible non-physical actions, such as dialogue and distraction to deal with the behavior. The child or children concerned will be warned verbally that physical intervention will be used if they do not stop (such as in the case of separating fighting children).

A dialogue will be maintained with the child or children at all times, so that the member of staff can explain what they are doing and why they are doing it. Staff will make every effort to avoid the use of physical intervention if they are alone with the child or children.

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

Staff 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 to do what they have been told and where 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 or children to regain self-control.

If staff are not confident about their ability to contain a particular situation or type of behavior, consideration will be given to calling a Manager or, in extreme cases, the police.

Where a member of staff has had to intervene physically to restrain a child, the Manager will be notified and the incident will be recorded in the Incident Record book.

The incident will be discussed with the parent/carer at the earliest possible opportunity.

If a staff member commits any act of violence or abuse towards a child at the Club, the provisions of the Child Protection Policy will come into force and serious disciplinary action will be implemented, according to the provisions of the Staff Disciplinary Procedures policy.

### **PARENTS/CARERS/VISITORS OBLIGATIONS**

If a parent/carer/visitor commits any act of intimidation, violence or abuse towards any child, visitor or staff member at the club the provisions of both the child protection policy and behavior policy will come into force and serious action will be taken, the parent/carer/visitor will be asked to leave the premises and the matter will then be referred to the relevant agency i.e: the police, all incidents will be recorded in the club incident book.

In the case of a child being intimidated or abused the parent/s carers of that child will be informed and advised to refer the matter to the relevant agency i.e. the police, if they feel it necessary.

**All children are welcome at Creative Kidz and have a right to play and enjoy what is on offer without fear of intimidation, harassment or physical or verbal abuse. We strive to promote behavior, which encourages respect for each individual, co-operation with each other and opportunities for play and adventure within a safe and caring environment.**

**All staff members at Creative Kidz have a right to work without fear of intimidation, harassment or physical or verbal abuse.**

**Relates to EYFS Theme Positive relationships, 2.1 Positive Relationships Respecting Each Other  
Principle 2.3 Positive Relationships Supporting Learning**