



## **Behaviour Management Policy**

Yellow Birds Out of School Club's Behaviour and Sanctions Policy is in place to ensure that parents are aware of the strategies that may be employed within the setting to manage a wide range of children's behaviour and whose purpose is to promote their wellbeing and development.

Children have a natural curiosity to explore their surroundings and their emotions. Restrictions on this development are kept to a minimum to allow for individual expression within accepted boundaries. Sanctions applied in the case of unacceptable behaviour will take into account the age and developmental stage of the individual child.

It is important that staff and parents work together to establish common strategies for addressing unacceptable behaviour both at home and within the setting.

Unacceptable behaviour may relate to physical and/ or verbal actions and also includes anti-social behaviour such as bullying.

- We will promote positive behaviour at all times ensuring positive role models are in place.
- Children will be encouraged to recognise that bullying, fighting and hurting each other whether physically or verbally is not acceptable behaviour. They will be encouraged to respect others, demonstrate a caring attitude and recognise the difference between right and wrong.
- Corporal punishment for example smacking, shaking or slapping is strictly forbidden and such action by a member of staff will result in immediate dismissal. Physical intervention by an adult may be required in emergency circumstances to prevent personal injury, injury to another person or serious damage to property.
- Encouragement of self-discipline with consideration for others and their environment is actively promoted.
- A consistent approach to behaviour guidelines and the sanctions applied is followed by all staff.
- It is important to acknowledge that it is the behaviour that is unacceptable and not the child.
- Distraction methods will be used to manage potentially unacceptable behaviour.
- Verbal labelling of children with such terms as naughty or disruptive will not be used and children's behaviour will not be a topic of discussion within the setting. Notably unacceptable behaviour will be named as such, this is to enable children to identify what is and is not acceptable; and further to bring about change and avoid repetition of the undesirable behaviour.

- Withholding food as a form of behaviour sanction will not be used in any circumstance.
- Bearing in mind the age and level of development, and understanding a child demonstrating unacceptable behaviour, they will be asked to apologise to the child/adult concerned and/or has been hurt.
- Children need their own time, space and opportunity to release their feelings in a non- destructive manner. Children will be given the opportunity to voice their concerns to a member of staff should they wish.
- Details of all incidents relating to behavioural concerns and issues will be recorded in the Behaviour Management Chart, details of which will be shared with the child's parent.
- Any child, who behaves inappropriately by physically abusing or verbally bullying another child or adult, may be temporarily removed from the group.
- Ongoing incidents of unacceptable behaviour will not be allowed to continue and a meeting between the staff and parents will be held to discuss future action. In some cases this may include the involvement and support of other childcare professionals. In extreme circumstances the decision to remove a child on a permanent basis may be taken. A decision to remove a child is only reached following consultations with staff and parents on the individual circumstances.

Procedure for Behaviour Management which children will have knowledge of:

- Step 1:  **Warning:** Children will be advised that a particular behaviour is unacceptable and will not be tolerated.
- Step 2:  **Time Out:** Children will be given a 'time out' away from all activities, circumstances and other children, however in the view of a member of staff.
  - The time is dependent on the child's age, maturity and understanding of the situation and / or their behaviour.
  - The duration of this time out will also be based on professional judgements as to whether the child concerned is in a position to join the group, set activity or play independently in a safe manner. This evaluation will take place when consulting the child, listening to their concerns and once the member of staff has further reiterated what is desirable behaviour; consequently explaining what undesirable behaviours are and why they will not be tolerated.
- Step 3:  **Contacting Parent/ Guardian:** If step 1 and 2 are not successful in minimising undesirable behaviour, the parents and/ or guardian will be contacted to advise on the best way forward, and in extreme circumstance to collect the child concerned.

The Play Leader and Director are responsible for overall management of behaviour.