



Behaviour Management Policy

Rationale

'Adults caring for children in the setting are able to manage a wide range of children's behaviour in a way that promotes their welfare and development' – Ofsted.

Aims

To provide a structure for positive behaviour management within the setting. To provide flexibility in the responses of staff to children's behaviour. To provide a supportive framework for children and staff to manage behavioural issues.

Information

Inappropriate behaviour refers to non-negotiable actions and may include discriminatory remarks, harm to self or others, bullying or destruction of equipment.

It is important to consider the reasons why children might present certain types of behaviour; boredom, feeling unsettled or unhappy, not feeling listened to, an unstimulating play setting, and medical reasons for example.

Principles

Below are 3 principles that support positive behaviour management:

1. 'The role of the playworker is to support all children and young people in the creation of a space in which they can play.'
2. 'Playworkers recognise their own impact on the playspace and also the impact of children and young people's play on the playworker.'
3. 'Playworkers choose an intervention style that enables children and young people to extend their play. All playworker intervention must balance risk with the developmental benefit and wellbeing of children.'

Policy

- Staff and children will work together to develop and maintain a clear set of ground rules governing all behaviour in the setting.
- Ground rules will be written in a positive manner ('we will...'), detail expected behaviour and will apply equally to staff and children.
- Play opportunities will be varied and well planned so that children are engaged and interested.



- Staff will take active steps to not label children (i.e. difficult, naughty) and to consider the underlying reasons for behaviour. Staff will work as a team by discussing incidents and resolving to act collectively and consistently.
- Staff will ensure that the individual child feels valued and respected at all times.
- Staff will take positive steps to avoid a situation in which children receive attention for undesirable behaviour.
- Staff will encourage children to express their strong feelings without physical or verbal aggression. (E.g. by shouting outside, talking to a playworker, exercise).
- Staff will support children to manage behaviour themselves and develop the life skills needed to deal with their emotions and feelings.
- Staff will praise positive behaviours and actively feedback to parents.
- Jenny Tighe is the named member of staff responsible for Behaviour Management.

In situations that require adult intervention, playworkers will consider the most appropriate response dependent on what led up to the behaviour, the type of behaviour, age and level of understanding of the child. This may be;

- To re-engage the child in play, have a chat or divert their attention.
- To listen to the child or children and hear their reasons for their actions.
- To discuss with the child what is inappropriate about their behaviour and what the consequence may be. The playworker will judge the best time to have this conversation dependent on the child's level of distress and ability to engage (This may happen at the time or later if the child is distressed and unable to listen to what you say.)
- To support the children to resolve conflicts themselves.
- To link behaviour back to the ground rules.
- To give the child an opportunity to make amends for their behaviour and, unless it is deemed inappropriate, to re-join any activity.
- To give clear expectations and boundaries of behaviour.
- To give the child a short period of time to think to enable them to calm down and reflect on their behaviour. The playworker and child can assess together if the child feels calm enough to re-join the group.

Once dealt with, staff will not discuss the behaviour again with the child.

If it is necessary to talk to parents/ carers about behaviour issues, where appropriate, the playworker will encourage the child to tell the parent themselves. When talking to parents, staff will ensure they also feedback any positive behaviours.

Consequences

- Expression of disapproval



- Discussion of the incident
- Reparation
- Time to think
- Missing out on an activity if the behaviour is serious or unsafe for example.
- Parental involvement

Physical Intervention Procedure

As a setting, we will consider the age of children that we work with and what appropriate approaches are regarding physical intervention.

Physical intervention will only be used as a last resort if all other strategies detailed in this policy have not been successful and only if there are 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. E.g. a child running across the road; a child being physically aggressive towards themselves or others whilst upset.

Staff will first consider distraction, withdrawing adults and children and making the environment safe.

Physical Intervention will be used for the minimum amount of time and with the minimum amount of force.

Staff will consider the emotional impact of physical intervention on the child, witnesses and staff and debrief afterwards as appropriate.

Any physical intervention that takes place will be recorded in the Incident Book, which will be viewed and signed by parents and staff as appropriate.

Recording

Behaviour Management issues will be recorded on in the Incident Book. The record will be written in a non-judgemental manner, be confidential, accurate and signed by parents. If physical intervention has been used, an Incident Record must be completed in detail and the parent/carer needs to be informed on the same day.

Staff will ensure it also covers any observed triggers; others involved; witnesses; type of physical intervention used, for how long and to what force; consequences. Any injuries obtained by children or staff as a result of physical intervention will also be recorded in the Accident Book.



Recurring Inappropriate Behaviour

Where inappropriate behaviour is ongoing, the above interventions have not been successful or an emergency situation is reached, actions that staff will consider are:

- Calling parent/ carers to pick up the child.
- Suspension from the scheme for a short period of time.
- Staff writing a Behaviour Management Plan specific to the child and in liaison with the child and parent. The plan will be signed and agreed with the child and parents and monitored and evaluated regularly.
- Staff attending Challenging Behaviour Training Course.
- Contacting outside professionals for support and information including SENCO.
- Exclusion from the scheme.

Suspensions and Exclusions

There are occasions when such strategies alone will not alter or prevent negative behaviour. In such cases, further action will be necessary, including reviewing a child's place at the scheme, on either a temporary or permanent basis.

Details of all warnings, suspensions and exclusions will be recorded and kept on the scheme's records. Each warning should be discussed with the child concerned and their parent/carer. All staff will be made aware of any warnings given to a child. As a last resort, the scheme has the right to temporarily suspend or permanently exclude a child in the event of persistent and irresolvable unacceptable behaviour.

Only in the event of an extremely serious or dangerous incident will a child be suspended from the scheme with immediate effect. In such circumstances, the child's parent/carer will be contacted immediately and asked to collect their child, even if the child normally signs themselves out. Children will not be allowed to leave the premises until a parent/carer arrives to collect them.

Due to the ongoing Covid pandemic, spitting, licking, or any other intentional spreading of bodily fluids will be taken very seriously, and could result in suspension and/or exclusion.

After an immediate suspension has taken place, the Manager will arrange a meeting with the child concerned and their parents/carers to discuss the incident and decide if it will be possible for them to return to the scheme.

Children will only be suspended or excluded as a last resort, when there is no alternative action that could be taken, or when it is felt that other children and/or staff are potentially at risk. Wherever possible, the scheme will give parents/carers time to make alternative arrangements for childcare during a period of suspension.



Staff should always keep parents and carers informed about behaviour management issues relating to their child and attempt to work with them to tackle the causes of disruptive or unacceptable behaviour.

No member of staff may impose a suspension from the scheme without prior discussion with a Manager. Staff will consult the Manager as early as possible if they believe that a child's behaviour is in danger of warranting suspension or exclusion.

When a suspension is over and before a child is allowed to return to the scheme, there will be a discussion between staff, the child and their parent/carer, setting out the conditions of their return.

Right to Appeal

If the parent/carer feels that the disciplinary action taken against their child is wrong, they may appeal in writing within ten working days. The appeal will be dealt with impartially and, if possible, the Manager, Management Committee, or a senior member of staff who was not involved in the original disciplinary action will hear the appeal and impartially adjudicate the case. The parent and carer will then be invited to a second meeting to discuss the appeal. The parent or carer has the right to be accompanied at appeal hearings. The final decision will be confirmed in writing to the parent/carer concerned and despatched within ten working days of the appeal meeting.