



# Play in Ltd

## Behaviour Management Policy

Our mission is to provide every child with the highest standard of care and the very best learning and play opportunities. Emphasis is placed upon developing strategies to support learning, managing challenging forms of behaviour and preparing them for their future life.

The club's behaviour policy outlines how staff at Play in Ltd create and maintain good order and relationships through positive approaches. These approaches are successful for the vast majority of the time. This policy on dealing with challenging behaviour is what forms the heart of our behaviour policy. It should be read in conjunction with our **SEN Policy**, the **Health and Safety Policy** and the **Child Protection Policy**. Niala Haq is the settings designated behaviour manager, she will advise staff on behaviour issues and access expert advice when necessary.

### Purpose of the Policy

This policy aims to give all members of staff at the club clear guidance so that any challenging behaviour is met in a way that supports the values and principles described above. The Management will be responsible for ensuring that staff and parents are aware of the policy and will ensure that any necessary training/awareness-raising takes place so that all staff know their responsibilities.

### Overall Aims

Play in Ltd aims to create a calm, playful learning environment in which each individual is consistently valued, affirmed, encouraged and praised. Each child will be encouraged to achieve their full potential at all levels, whether academic, practical, behavioural or emotional. This will include the development of a community wherein children, play workers, parents/carers and other professionals enjoy a sense of belonging and have an important part to play.

### Principles

An effective behaviour policy is one which is consistent and constantly applied. It is mindful of the rights and responsibilities of the club and is based on the above philosophy. To achieve this it must be based on positive principles.

This will ultimately be developed by consultation with the staff, parents and children and linked with each individual's needs and targets.

The values as based on the club's philosophy include:

- Mutual Respect
- Respect for Property
- Fairness and Honesty
- Care for and Consideration of Others
- Self-Respect
- Self-Discipline

Rights implicit in these values include:

- The right to be safe
- The right to be heard
- The right to fair treatment
- The right to be treated with respect
- The right to be able to play/learn/teach/work without unnecessary interruption

Every member of the community needs to take responsibility for protecting these rights for both themselves and others.

## **Code of Conduct**

Our children need clear and concise guidelines for behaviour and with that in mind, Play in Ltd will operate with three clear, concise and positive 'Golden' rules. These 'Golden Rules' have been generated by our children at the club and agreed upon during club meetings:

- **Be Kind**
- **Be Safe**
- **Be Respectful**

These are displayed, discussed and reinforced wherever, and whenever, necessary. It is understood that with our children these rules will need positive reinforcement at all times.

In addition we have a range of expected behaviours for our children throughout the Play in Ltd day. These include:

- Use socially acceptable behaviour
- Comply with the club rules, which are compiled by the children attending the club
- Respect one another, accepting differences of race, gender, ability, age and religion
- Develop their independence by maintaining self-discipline
- Choose and participate in a variety of activities
- Ask for help if needed
- Enjoy their time at the Club

These rules and expectations will be open to discussion with staff/parents/children and they will be encouraged to make contributions. Again, consistent, repeated and positive reinforcement of these expectations will be required in order to support our children in achieving these expectations. Some prohibitions are necessary for clarity and in order to make clear to our children where tolerance stops but these will be kept to a minimum and always positively reinforced.

## **Implementing the Policy and Supporting Staff and Children**

### **Staff**

- All members of staff need to be aware of this policy in order to be able to support children in management of their behaviour
- Training needs of staff should be regularly audited and appropriate courses taken
- When staff have dealt with a child in crisis they too need time to 'reflect' before returning to work or, more importantly, writing up any incident. Incidents should be written up as factually and clinically as possible without the use of emotional language

### **Parents and Carers**

At Play in Ltd we see parents and carers as a vital component in the addressing of behavioural issues. With regards to behavioural management, in addition to support from ourselves, we are also able to offer links to other professional support and guidance. We will hold regular meetings to discuss each child's progress where necessary. We intend to keep parents/carers fully informed of positive achievements of children both formally, through the club's reporting system, and informally through parental contact, phone calls and letters home/e-mails where necessary.

## Children

### Encouraging Positive Behaviour

At Play in Ltd, positive behaviour is encouraged by:

- Staff acting as positive role models
- Praising appropriate behaviour
- Star chart reward system-after school club (each child can earn stars on a board for positive actions and behaviour. When 6 pins have been gained, they can choose a prize)
- Informing parents about individual achievements
- Offering a variety of play opportunities to meet the needs of children attending the club

It is inevitable that as children develop and learn, there are times when they need support and guidance to understand that their behaviour is not acceptable. Staff at the club will try to determine the cause or triggers of the inappropriate behaviour to prevent the situation from recurring. This will be recorded on an Individual Behaviour Plan (IBP) which enables us to set and monitor individual behaviour targets.

### Procedures

#### Strategies to improve behaviour

- Making eye contact with the child
- Getting down to the child's level to talk to them
- Visual reminders of expected behaviour (following the golden rules)
- Verbal reminders
- Distractions
- It is expected that a practitioner will intervene when behaviour is displayed which is unacceptable. In most cases a look or quiet word, or distraction will have the desired effect.
- If the inappropriate behaviour appears to be as a result of boredom, staff will consult with the child to find activities that more fully engage them
- At times it may be appropriate to ignore the behaviour, but the practitioner should observe to ensure that the situation improves.

#### Persistent unacceptable behaviour

If the unacceptable behaviour persists, then the following gradual response strategy should be used. We refer to this as the 5 R stages:

- **Recognise** - Staff to recognise the behaviour and give prompts if needed.
- **Reminder** - Remind and highlight desirable behaviour using visual prompts. Minor matters will be dealt with by the adult getting down to the child's level, explaining why the behaviour is unacceptable (taking into account the child's developmental age) and giving alternatives where possible.
- **Redirect** - If the behaviour persists the staff member will offer the child an alternative activity which will be supported by an adult.
- **Reflection** - Staff may remove the child to a quieter area to give them time to reflect, calm down and to speak to them about their behaviour. The child will be given reflective time according to their age (e.g a 6 year old child will have 6 minutes reflection time). If appropriate, during the discussion ask the child how they make the situation better and support them in this action. If behaviour is out of character or persistent, the key person will discuss with the child and their parents.

- **Ring Home** - If the behaviour continues, gets any worse or becomes unsafe the onsite manager will ring his or hers parents and arrange for them to be collected.

### Extreme or serious behaviour incidents

- If there is a case of serious or extreme behaviour, staff will give a verbal instruction whilst approaching the situation.
- We will not threaten any punishment that could adversely affect a child’s well-being (e.g. withdrawal of food or drink)
- If necessary staff will intervene (MAPA) using as little physical contact as possible. Staff will not restrain children unless there is an immediate risk of injury to the child or others. If restraint is used it must be recorded on an incident record, reported to the managements team and a behaviour plan put in place as soon as possible.
- In the case of persistent concerning behaviour, an Individual Behaviour Plan will be put in place to establish individual behaviour targets, incorporating positive strategies. The plan should be referred to every time the child attends to keep continuity, and discussed with parents. Parents should also refer to these strategies and continue them at home. If improvements on behaviour are made then the plan will finish.
- Individual behaviour plan will be agreed with parents giving clear aims and strategies to be used. This will be regularly reviewed by with parents. This will be discussed at staff meetings to ensure a consistent approach across the setting.

If, after consultation with parents, and the implementation of behaviour management strategies, a child continues to display inappropriate behaviour, the Club may decide to exclude the child in accordance with our **Suspensions and Exclusions** policy. The reasons and processes involved will be clearly explained to the child.

### Physical Intervention (MAPA - Management of Actual or Potential Aggression)

Physical intervention will only be used as a last resort, when staff believe that action is necessary to prevent injury to the child or others, or to prevent significant damage to equipment or property. If physically restrain is needed only a MAPA trained member of staff will do so with the child, the manager will be notified and an **Incident Record** will be completed. The incident will be discussed with the parent or carer as soon as possible.

If staff are not confident about their ability to contain a situation, they should call the manager or, in extreme cases, the police.

All serious incidents will be recorded on an **Incident Record** and kept in our clubs filing system. This may be used to help identify any patterns of behaviour which could indicate an underlying cause. If a pattern of incidents indicates possible abuse, we will implement child protection procedures in accordance with our **Safeguarding Policy**.

### Corporal Punishment

Corporal punishment, or the threat of corporal punishment, will *never* be used at the Club.

We will take all reasonable steps to ensure that no child who attends our Club receives corporal punishment from any person who cares for, or is in regular contact with the child, or from any other person on our premises.

This policy was adopted by: Play In Ltd	Date: Sept 2022
To be reviewed: Sept 2023	Signed:

Written in accordance with the *Statutory Framework for the Early Years Foundation Stage (2021): Safeguarding and Welfare Requirements: Managing children’s behaviour [3.53 - 3.54]*.