



DEBS OUT OF SCHOOL CLUBS

BEHAVIOUR MANAGEMENT POLICY

All children have a right to feel safe and secure in our care and will be encouraged to set their own ground rules. These will be discussed and set during 'circle time' or at 'club council' meetings. These ground rules displayed in the club and are introduced to all children.

Staff acting as role models and displaying considerate attitudes encourages acceptable social behaviour. Unacceptable behaviour is quickly identified and dealt with positively. Reasons are always explained to the child involved and good behaviour is always praised.

The parent / carer and child will be informed of the acceptable limits, and the consequences of failing to comply with them.

Staff will praise the children and give positive encouragement wherever possible, but unacceptable behaviour will be responded to, in private, in an appropriate way, taking full account of the child's level of understanding. Details of more serious breaches will be entered into the incident book.

We will not tolerate bullying, harassment or intimidation and parents / carers will be informed if bullying persists. (see our anti - bullying policy)

We will not threaten to use any form of physical punishment. Children will never be shaken, smacked, humiliated, intimidated or shamed.

Staff will not use any measures of control, restraint or discipline which is excessive or unreasonable unless it is necessary to prevent personal injury to a child, other children, an adult or serious damage to property. Any incident will be recorded in the incident book and the parent / carer will be informed of the incident on the day it occurred.

Behaviour that is likely to lead to the health and safety of others being compromised, is also not acceptable.

Any actions which are deemed to endanger the welfare of children or staff in the club will be dealt with following the club's discipline and behaviour management policy.

We will gauge appropriate behaviour by the individual's age, level of understanding and specific needs. Those children who have recognised behavioural difficulties will be given extra support in the club to help them manage their own behaviour. We recognise that there may be special circumstances, which might affect a child's behaviour, and we will deal with this appropriately. The manager has the responsibility for behaviour management issues.

SUGGESTION SANCTIONS

- The incident will be discussed with the child and no further will be taken
- More serious misbehaviour will be discussed with the parent / carer at the end of the session and recorded in the incident book
- If the child continually endangers the health, safety or welfare of the other children or staff, a letter will be sent to the parent / carer

- If there has been no improvement, the parent / carer will receive a letter warning that, if the misbehaviour continues the child will be excluded. This will be discussed between the manager, the parent / carer and the child when conditions may be put in place so that the child may return to the club
- If a child commits an action of such seriousness that a second chance is inappropriate, the manager reserves the right to exclude that child immediately.

Parents / carer have a right to appeal to the senior play leader in the first instance, then to the manager.