



Behaviour Management – Policy and Practice

Children and adults flourish best in an environment in which everyone knows what is expected of them. Children are free to play without fear of being hurt or hindered by anyone else. We aim to work towards giving children an environment where they can develop self-discipline and self-esteem in an atmosphere of mutual respect and encouragement.

In order to achieve this:

- Everyone in Squirrels will provide a positive role model for all the children regard to friendliness, care and courtesy.
- Any behaviour problems will be handled in a developmentally appropriate fashion, respecting children's individual level of understanding and maturity and need.
- We will take positive steps to avoid a situation in which children receive adult attention only in return for undesirable behaviour.
- The children attending Squirrels will be encouraged to challenge bullying behaviour appropriately.
- Rules governing the conduct of the group and the behaviour of the children will be discussed and agreed with the children and adults at the club and explained to all newcomers, both children and adults.
- All adults in the club will ensure that they are consistent with the rules so that children have the security of knowing what to expect and what is expected of them.
- Adults will be aware that some kinds of behaviour may arise from a child's special needs (see special needs policy).



- In the club the adults will be aware of, and respect of cultural expectations regarding interactions between people.

When Children behave in an unacceptable way:

- They will be removed from the activities they are involved in and will be given one-to-one adult support in understanding why their behaviour or reaction was wrong, and how they could have coped more appropriately.
- The child will be given a copy of the Squirrels code of conduct and a few minutes time out to calm down when appropriate.
- In any case of misbehaviour, it will always be immediately made clear to the child or children in question that it is the behaviour, not the child that is unwelcome.
- Smacking, shaking or any physical punishment will not be used or threatened.
- Physical restraint, such as holding, will be used only to prevent a physical injury to the children or adults and/or serious damage to the property. Any event of this sort would be recorded and the parents informed the same day.
- Techniques to single out or humiliate children, e.g. name calling.

When unacceptable behaviour is persistent

Using objective observation records, recurring problems will be tackled by the whole club to establish an understanding of the root of the behaviour.

Parents will be asked to support and where necessary permission will be sought to take advice from professionals' external to the club. It is the aim of the club to ensure that the child stays within the club. However if



the club leader deems that the persistent challenging behaviour is detrimental to the welfare and safety of the child or other children and staff in the club, the following course of action will follow.

1. All appropriate behaviour management strategies have been exercised including discussions with parents.
2. A verbal warning of exclusion from the club will be given to the child and the parent at the end of the session.
3. If there is no improvement a written warning will be given.
4. If the problem continues then the parents/guardians will be asked to find alternative childcare and the child's name will be removed from the register.
5. The parents have a right to appeal and this will be in the form of a meeting with 2 members of the management committee to discuss the situation, their decision will be final. If the management committee find in favour of the child then their place at the club will be reinstated.
6. An action plan will then be agreed upon to enable the staff to cope with the behaviour and the child to integrate with the setting.

Review Date July 2017

Signed: