

**Behaviour Management**

All staff will manage behaviour according to clear, consistent and positive strategies. Parents/carers are encouraged to contribute to these strategies, raising any concerns or suggestions. Parents/ carers will have to sign a behaviour contract before after school provision is granted. Please see behaviour contract for more details.

**Behaviour management in PLAY will be structured around the following principles:**

Positive behaviour will be reinforced with praise and encouragement.

Negative behaviour will be challenged in a calm but assertive manner. In the first instance, staff will try to re-direct young people’s energies by offering them alternative and positive options. Staff will be open in stating and explaining non-negotiable issues.

When dealing with negative behaviour, staff will always communicate in a clear, calm and positive manner. Children will not be shamed or humiliated publicly and will have opportunities to “turn it around”.

Staff will make every effort to set a positive example to young people by behaving in a friendly and tolerant manner themselves, promoting an atmosphere where young people and adults respect and value one another.

Staff will avoid shouting at work.

Staff will facilitate regular and open discussions with young people about their behaviour. This will help them to understand the negative aspects of their behaviour and enable them to have their say and be helped to think through the causes and effects of their actions.

Staff will work as a team by discussing incidents and resolving to act collectively and consistently.

Staff will try to discuss concerns with parents/carers at the earliest possible opportunity in an attempt to help identify the causes of negative behaviour and share strategies for dealing with it.

Young people who experience bullying, racism or other unacceptable behaviour will be given the confidence to speak out.

Staff will encourage and facilitate mediation between young people to try to resolve conflicts by discussion and negotiation.

Activities will be varied, well planned and structured, so that young people are engaged and not easily bored or distracted.

**Dealing with Negative Behaviour**

When confronted with negative behaviour, staff will be clear to distinguish between **‘disengaged’**, **‘disruptive’** and **‘unacceptable’** behaviour.

**‘Disengaged’** behaviour may indicate that a child is bored, unsettled or unhappy. With sensitive interventions, staff will often be able to re-engage a child in purposeful activity.

**‘Disruptive’** behaviour describes a child whose behaviour prevents other young people from enjoying themselves. Staff will collectively discuss incidents and agree on the best way to deal with them.

**‘Unacceptable’** behaviour refers to non-negotiable actions and may include discriminatory remarks, violence, putting others at risk, flight risks, bullying or destruction of equipment. Staff will be clear that consequences will follow from such behaviour, including in the first instance, temporarily removing a child from the activity session.

When an incidence of negative behaviour occurs, staff will listen to the child or young people concerned and hear reasons for their actions. Staff will then explain to the child or young people what was negative about their behaviour and that such actions have consequences for both themselves and for other people.

Staff will make every attempt to ensure that young people understand what is being said to them. Young people will always be given the opportunity to make amends for their behaviour and, unless it is judged inappropriate, be able to re-join the activity.

**Behaviour management policy –** Positive behaviour will be encouraged and reward by all PLAY staff. We will work hard to make sure that all children that attend PLAY are happy and engaged. We have qualified teaching staff that are trained in a positive behaviour management and conflict resolution. Our behaviour policy is based on a sliding scale and children will be encouraged to rectify any negative behaviour.

 **Mega star reward system –** Is awarded for a child that has received all their coloured stars for exceptional behaviour towards another child, an adult or a visitor. They may receive a Mega star reward for a fifth positive behaviour including an act of kindness, being helpful to others, being considerate to others needs, dealing with conflict resolution or improving behaviour. They will receive a small gift from the Mega bag for them to keep and they will start collecting stars again starting with Bronze.

 **Platinum reward system –** Is awarded for a fourth exceptional behaviour towards another child, an adult or a visitor. They may receive a Platinum star reward for a fourth positive behaviour including an act of kindness, being helpful to others, being considerate to others needs, dealing with conflict resolution or improving behaviour.

 **Gold Star reward system –** Is awarded for a third exceptional behaviour towards another child, an adult or a visitor. They may receive a Gold star reward for a third positive behaviour including an act of kindness, being helpful to others, being considerate to others needs, dealing with conflict resolution or improving behaviour.

 **Silver Star reward system –** Is awarded for a second exceptional behaviour towards another child, an adult or a visitor. They may receive a Silver star reward for a second positive behaviour including an act of kindness, being helpful to others, being considerate to others needs, dealing with conflict resolution or improving behaviour.

 **Bronze Star reward system –** Is awarded for an exceptional single behaviour towards another child, an adult or a visitor. They may receive a Bronze star reward for a number of positive behaviours including an act of kindness, being helpful to others, being considerate to others needs, dealing with conflict resolution or improving behaviour.

 **Green face** - Positive behaviour

 **Green face** - Positive behaviour

 **Yellow face**

Staff will give an initial verbal warning about which behaviour is being shown and the pupil name will be placed on the Yellow face. They will have opportunities to work on the desired behaviour as discussed by the member of staff and have their name will move back up to the Green face.

 **Orange face**

Staff will give a second verbal warning about which behaviour is being shown and the pupils name will move down to the Orange face. A  time out period will be given for the pupil to reflect on their behaviour choices if appropriate. The member of staff will look to engage them quickly to integrate them back  into the group with the desired behaviour reiterated.

 **Red face**

Staff will give a third verbal warning about which behaviour is being shown and the pupils name will move down to the red face. Pupils will be parked away from the original activity area for a longer time out period. A red face behaviour incident will be recorded on PLAY register and a conversation with the parent and child will occur at the end of the session. Depending on the behaviour this may be reported to other services where appropriate.

** Speech bubble**

Staff will give a final warning about the behaviour being shown and the parent/carers will be contacted instantly and an isolation period will follow. Parent/carers will be asked to pick up their child up as soon as possible, a discussion about further attendance will happen and a full report will be given on the arrival of a parent/carer.

In the event that, unacceptable behaviour persists, more serious actions may have to be taken. At all times, young people will have explained to them the potential consequences of their actions.

**The Use of Physical Interventions**

Will only occur 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.

Before reaching this stage, staff will have used all possible non-physical actions, such as dialogue and diversion, to deal with the behaviour. The child or young people concerned will be warned verbally and visually using the behaviour management policy that physical intervention will be used if they do not stop.

A dialogue will be maintained with the child or young people at all times, so that the member of staff can explain what they are doing and why they are doing it. Staff will make every effort to avoid the use of physical interventions if they are alone with the child or young people.

Only the minimum force necessary to prevent injury or damage should be applied. For example, by guiding or diverting a child or young people by leading them away by a hand or by an arm around their shoulders. We will use a safe space for the child to regulate, this space will be supervised and if intended to keep the child, the staff involved and other children safe at all times.

Staff will use physical intervention as an act of care and control and never punishment. Physical interventions will not be used purely to force a child to do what they have been told and when there is no immediate risk to people or property.

As soon as it is safe, the physical intervention should be gradually relaxed to allow the child or young people to regain self-control.

The force of the physical intervention will be always appropriate to the age, size and strength of the child or young people involved.

If staff are not confident about their ability to contain a particular situation or type of behaviour, consideration will be given to calling the Site Manager or, in extreme cases, the police.

Where a member of staff has had to intervene physically to restrain a child, the Manager will be notified and the incident recorded in the Incident Record Book. The incident will be discussed with the parent/carer at the earliest possible opportunity.

If a PLAY staff member commits any act of violence or abuse towards a child, serious disciplinary action will be implemented, according to the provisions of the Staff Disciplinary Procedures Policy.

**Bullying**

Bullying is an extremely serious matter, it is something that is taken very seriously within PLAY and is deemed completely unacceptable at all of PLAY’s provisions.

When bullying is deemed to have taken place the victim shall have the opportunity to explain what has happened in an understanding an impartial environment. Usually, in most cases bullying can be dealt with by following the regular behaviour procedures.

However, In the event of children that have been caught bullying others and the regular behaviour procedures have failed the following shall take place:

* The child deemed to be the bully shall be removed immediately from the provision
* The child’s parent/carer shall be notified at the end of the session on pick up or immediately if the incident is so severe the child must be sent home.
* The incidents shall be reported to the victims parents/carers at the earliest opportunity
* The incidents shall be reported to an appropriate member of the schools staff
* Depending on the severity of the incident/s the bully shall be banned from future PLAY sessions. This shall be the decision of the Site Manager.

|  |  |
| --- | --- |
| This policy was adopted by: PLAY | Date: 8/12/2022- Annual Update18/3/2023- Staff training update |
| To be reviewed: December 2023 | Signed: *Emment* |