



*326 After School Club @ Codicote
Policy for: Behaviour Management
September 2007*

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 trust, respect and encouragement.

We aim to encourage positive behaviour including:

- Sharing
- encouraging others
- taking responsibility
- playing cooperatively
- contributing creative ideas
- playing imaginatively
- helping others
- taking care of other children
- showing empathy
- taking on new challenges

Unacceptable and unwanted behaviour includes:

- hitting
- swearing
- stealing
- name calling
- spoiling others games
- lying
- destroying equipment
- disobeying instructions
- racism
- sexism

To achieve this:

Everyone at 326 Club provides a positive role model for all the children with regard to friendliness, care and courtesy. Any behaviour problems will be handled in an appropriate fashion, respecting the child's individual level of understanding and maturity.

We take positive steps to avoid a situation in which children receive adult attention only in return for undesirable behaviour.

The children 326 Club will be encouraged to challenge bullying behaviour appropriately. Rules governing the conduct of the group and the behaviour of the children are discussed within the club and explained to all newcomers, both children and adults.

All adults in the club 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 are aware that some kinds of behaviour may arise from a child's special needs.

(See Special Needs Policy)

At 326 Club the adults are aware of, and respect, a range of cultural expectations regarding interactions between people.

When children behave in an unacceptable way

- They are removed from the activities they are involved in and have adult support to explain why their behaviour was wrong and what they could have done instead. Where appropriate this may involve a period of 'time out' with an adult.
- In any case of misbehaviour, it will always be made clear to the child that it is the behaviour not the child that is unwelcome.
- In cases of serious misbehaviour, such as racial abuse, any other abuse or bullying, the unacceptability of this kind of behaviour will be made clear immediately, but will be done by means of explanation not personal blame.
- Adults do not shout or raise their voices in a threatening manner.
- Children are not be singled out or humiliated.
- Physical restraint, such as holding, will only be used to prevent a physical injury to the child or adults and/or serious damage to property. Any event of this sort would be recorded and the parents informed the same day.

When unacceptable behaviour is persistent

Using recorded observations of the child's behaviour, recurring problems will be tackled by the staff, in conjunction with the head teacher to establish an understanding of the root of the behaviour.

Parents will be asked for support and where necessary permission will be sought to take external professional advice.

Although it is the aim of 326 Club to ensure that the child stays at the club, if the staff and committee deem that the persistent challenging behaviour is detrimental to the welfare and safety of the other children and staff in the club, the following will take place:

1. A verbal warning of exclusion from the 326 Club will be given to the child and parent/carer.
2. If there is no improvement a written warning will be issued.
3. If the problem continues the parent/carer will be asked to find alternative childcare and the child's name will be removed from the register.
4. The parent/carer has a right to appeal. This will be in the form of a meeting with the head teacher, governor representative and 326 Club staff member to discuss the situation. Their decision will be final. If the committee finds in favour of the child, their place at the club will be reinstated.