

Behaviour Management Policy

The aims of our Behaviour Management Policy are to help children to:

- Develop a sense of caring and respect for one another.
- Build caring and co-operative relationships with other children and adults.
- Develop a range of social skills and help them learn what constitutes acceptable behaviour.
- Develop confidence, self-discipline and self-esteem in an atmosphere of mutual respect and encouragement.

We require all staff, volunteers and students to provide a positive model of behaviour by treating children, parents/carers and one another with friendliness, care and courtesy.

We familiarise new staff and volunteers and parents/carers with our behaviour management policy and its guidelines for behaviour.

Behaviour Management Strategies

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. Behaviour management will be structured around the following principles:

- Staff and young people will work together to establish a clear set of 'ground rules' governing all behaviour in the classroom. These will be periodically reviewed so that new learners have a say in how the rules of the provision operate. They will be clearly displayed on the wall.
- Defined 'ground rules' will apply equally to all young people and staff.
- 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 children'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.
- 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.
- 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 schools at the earliest possible opportunity in an attempt to help identify the causes of negative behaviour and share strategies for dealing with it.
- Children who experience bullying, racism or other unacceptable behaviour will be given the confidence to speak out.
- Staff will encourage and facilitate mediation between students to try to resolve conflicts by discussion and negotiation.
- Activities will be varied and well planned so that children are not easily bored or distracted.

Dealing with Negative Behaviour

We require all staff to use positive strategies for handling any negative behaviour, by helping young people find solutions in ways which are appropriate for ages and stages of development.

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 children 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, 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 children concerned and hear their reasons for their actions. Staff will then explain 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 learners 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 rejoin the activity.

We avoid creating situations in which students receive adult attention only in return for negative behaviour.

In the event that unacceptable behaviour persists, more serious actions may need to be taken

At all times learners will have explained to them the potential consequences of their actions.

Kellie Lawton

Director

Date incorporated January 2021