

St James Church Clubs

(LAG, Get Set, Adventurers, POD, Children and Youth Activities)

Behaviour Management Policy

St James Church uses effective behaviour management strategies to promote the welfare and enjoyment of children attending our Clubs. We will encourage and acknowledge good behaviour at all times. We will adopt a consistent approach to unwanted behaviour. We will promote self-esteem by encouraging children to value and respect themselves and others. We will provide a safe environment and promote early intervention.

Working in partnership with parents, we aim to manage behaviour using clear, consistent and positive strategies. The club rules are clearly displayed at every session, and are discussed regularly.

The club's designated member of staff responsible for behaviour management is the SPA Worker for Children & Families and the Children's Worker.

Whilst at the club we expect children to:

- Use socially acceptable behaviour
- Comply with the club rules, which are compiled by the children attending the club
- Respect one another, accepting differences of race, gender, ability, age and religion
- Develop their independence by maintaining self-discipline
- Choose and participate in a variety of activities
- Ask for help if needed
- Enjoy their time at the club

Encouraging positive behaviour

At St James' clubs positive behaviour is encouraged by:

- Staff acting as positive role models
- Praising appropriate behaviour
- Sticker rewards

- Informing parents about individual achievements
- Certificates for exceptional accomplishments
- Offering a variety of play opportunities to meet the needs of the children attending the club

It is inevitable that as children develop and learn, there are times when they need support and guidance to understand that their behaviour is not acceptable. Staff at the club will try to determine the cause or triggers of the inappropriate behaviour to prevent the situation from recurring.

Dealing with inappropriate behaviour

- Challenging behaviour will be addressed in a calm, firm and positive manner.
- In the first instance, the child will be temporarily removed from the activity.
- Staff will discuss why the behaviour displayed is deemed inappropriate.
- Staff will give the child an opportunity to explain their behaviour, to help prevent a recurrence.
- Staff will encourage and facilitate mediation between children to try to resolve conflicts through discussion and negotiation.
- If the inappropriate behaviour appears to be as a result of boredom, staff will consult with the child to find activities that more fully engage them.
- Staff will consult with parents to formulate clear strategies for dealing with persistent inappropriate behaviour.
- We will not threaten any punishment that could adversely affect a child's well-being (e.g. withdrawal of food or drink).

If after consultation with parents and the implementation of behaviour management strategies, a child continues to display inappropriate behaviour, the club may decide to exclude the child. The reasons and processes involved will be clearly explained to the child and the parent/guardian.

Physical intervention

Physical intervention will only be used as a last resort, when staff believe that action is necessary to prevent injury to the child or others, or to prevent significant damage to equipment or property.

If a member of staff has to physically restrain a child, the club leader and Safeguarding Officer will be notified and an incident record will be completed. The incident will be discussed with the parent or carer as soon as possible.

If staff are not confident about their ability to contain a situation, they should call the Safeguarding Officer.

All serious incidents will be recorded on an incident record and kept in the child's file. This may be used to build a pattern of behaviour, which may indicate an underlying cause. If a pattern of incidents indicates possible abuse or neglect, we will implement child protection and safeguarding procedures in accordance with our safeguarding policy.

This policy was adopted by the PCC	<i>Date March 2023</i>

In accordance with the Statutory Framework for the Early Years Foundation Stage (2012): Safeguarding and Welfare Requirements: Managing behaviour [3.50-3.52]

Equalities Act 2010

The Childcare Act 2006

The Children and Families Act 2014