

## Pioneer Childcare

### **Behaviour Management Policy**

Pioneer Childcare uses effective behaviour management strategies to promote the welfare and enjoyment of children attending our clubs. Working in partnership with parents and schools, we aim to manage behaviour using clear, consistent, and positive strategies. Our Club rules are clearly displayed at every setting and are discussed regularly.

The designated member of staff responsible for overall behaviour management is the Club Manager but all staff are responsible for managing the behaviour of children in their care whilst at the Club and/or during travel to or from the Club. Behaviour Management across the staff is therefore very consistent.

Whilst at Pioneer Childcare we expect children to:

- Use socially acceptable behaviour and language.
- Comply with the Club rules.
- 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 Club.
- Listen and follow instructions to ensure the safety of everyone at Club.

#### **Encouraging positive behaviour**

Positive behaviour is encouraged by:

- Staff acting as positive role models.
- Reiterating the club rules routinely in Daily Housekeeping.
- Having clear and realistic boundaries for the children to follow.
- Praising appropriate behaviour.
- Promoting our curriculum values with stickers and certificates.
- Certificates awarded on Camp for good behaviour.
- Informing parents about individual achievements.
- Offering a variety of play opportunities to meet the needs of children attending Club.
- Creating partnerships with parents to understand the behavioural needs of a child.
- Ensuring staff have access to relevant training to improve their knowledge and experience.

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 Pioneer Childcare 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. Staff should also consider the developmental stage of the child and use appropriate language and interventions to address inappropriate behaviour. If needed, staff will implement the following warning system:

1. In the first instance, the child will be given a warning and the member of staff in charge of the activity will tell the child that their behaviour is inappropriate.
2. If this behaviour has not improved, the child will be temporarily removed from the activity for up to five minutes, this is recorded as their second warning. Staff will discuss with the child why the behaviour displayed is deemed inappropriate. The staff will also give the child an opportunity to explain their behaviour, and to discuss behaviour expectations going forwards to help prevent a recurrence.
3. If the child can still not behave accordingly upon returning to an activity, then a third warning will be given, and the child is removed from the activity by the Club Manager. At this point a record of the child's behaviour will be

recorded on an Incident Form. The information will then be shared with the parents and signed and dated by our staff and the child's parent/carers.

4. Staff will encourage and facilitate mediation between children to try to resolve conflicts through discussion and negotiation.
5. If the child is still unable to moderate their behaviour the Club Manager has the right to contact parents or carers of the child and have the child removed from club or camp. Under such circumstances any future bookings for the child may not be honoured and a refund may not be given.
6. Staff will consult with parents to formulate clear strategies for dealing with persistent inappropriate behaviour – **see our Suspensions and Exclusion Policy.**
7. Corporal punishment or the threat of corporal punishment will never be used.

If after consultation with parents and the implementation of behaviour management strategies, a child continues to display inappropriate behaviour, Pioneer Childcare will implement our **Suspensions and Exclusions Policy**. The reasons and processes involved will be clearly explained to the child and parents/carers.

### **School Behaviour Plans and EHCP's**

In order to promote a consistent approach to behavioural issues we ask that parents/carers of any child coming to Pioneer Childcare who has a Behaviour Policy in place at school should provide the Club Manager with a copy of the plan. The plan can then be discussed with the child's parents/carers and appropriate strategies be put in place. The Club Manager will ensure that all staff are made aware of any specific behavioural issues and how they are to be dealt with.

If a parent/carer is aware that their child may be at risk of flight, they should support the Club Manager with a risk assessment. They should be made aware that there is a possibility that their child may be unable to attend our provision if the child has a high risk of flight or continues to be a risk of flight.

### **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, to prevent significant damage to equipment or property, or to stop a child from running away. If a member of staff has to physically restrain a child, the Club Manager will be notified, and an **Incident record** will be completed. The incident will be discussed with the parent/carer as soon as possible. This will be signed and dated by our staff and the child's parent/carers.

In all cases, the Club Manager and Senior Management will develop a Restrictive Physical Intervention Plan for a child. This will be done after discussion with the child's parent/carer and reviewed regularly and may result in the child being unable to attend our provision.

If staff are not confident about their ability to contain a situation, they should call the Club Manager or, in extreme cases, the police.

All serious incidents will be recorded on an **Incident record** and kept in our central file, which is reviewed regularly in order to help indicate any unknown underlying cause. If a pattern of incidents indicates possible abuse, we will implement child protection procedures in accordance with our **Safeguarding Policy**.

### **Behaviour of children who are related to a staff member**

This section applies to children who attend our clubs and are related to staff members. It applies to children and family members at all our settings, whichever they attend and whether they attend the same setting as their family member or not.

If a staff member is working when their child/children are present the staff member will be expected to treat their child/children in the same way as all other children at club, implementing the procedures outlined in this policy. Their child/children will be expected to behave in the same way we expect all children to behave. If the child/children's behaviour is unacceptable, it will be dealt with using the strategies and procedures outlined in this policy and by any staff member present at club. If the child/children's behaviour continues to be unacceptable or

impacts on the ability of the staff member to carry out their duties fully and to the expected standard, this will be addressed outside of the club environment and may result in the child/children no longer being able to attend club.

Staff's children are included in the ratios.

If a staff member has a concern about their child, they should discuss this with the Club Manager, in line with our procedure for contacting the Club Manager, namely:

- Contact the Club Manager **within working hours** and seek to gain an understanding of the incident or situation.
- If, after speaking with the Club Manager, there are still concerns, the staff member should contact the relevant Area Manager of the club their child attends and take their concern to them.
- Concerns will be resolved following the same policies and procedures that apply to all children attending our clubs.

**Related policies:** Restrictive Physical Intervention and Suspension and Exclusion Policy

This policy was adopted by: Pioneer Childcare Ltd	Date: 25 <sup>th</sup> January 2023
To be reviewed: 24 <sup>th</sup> January 2024	Signed: <i>J. Wilkins</i>

Written in accordance with the EYFS welfare requirement: *Safeguarding and promoting children's welfare.*