

# *St Joseph's Holiday Club*

## Behaviour Management Policy

St Joseph's Holiday Club uses effective behaviour management strategies to promote the welfare and enjoyment of children attending the Club. Working in partnership with parents / carers, we aim to manage behaviour using clear, consistent and positive strategies, and with adults modelling positive behaviour. The Club rules are clearly displayed at every session and are discussed regularly.

Whilst at St Joseph's Holiday 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, religion, and any other characteristic.
- 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 Joseph's Holiday Club positive behaviour is encouraged by:

- Staff acting as positive role models
- Praising appropriate behaviour
- Informing parents about individual achievements
- Offering a variety of play opportunities to meet the needs of 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 needs improvement. 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 / volunteers will discuss why the behaviour displayed is deemed inappropriate.
- Staff / volunteers will give the child an opportunity to explain their behaviour, to help prevent a recurrence.
- Staff / volunteers 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 / volunteers will consult with the child to find activities that more fully engage them.

- Staff / volunteers 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 wellbeing (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 in accordance with our **Suspensions and Exclusions** policy. The reasons and processes involved will be clearly explained to the child.

### **Physical intervention**

Physical intervention will only be used as a last resort, when staff / volunteers 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 or volunteer has to physically restrain a child, the Club Coordinator 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 / volunteers are not confident about their ability to contain a situation, they should call the Club Coordinator or, in extreme cases, the police.

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, we will implement child protection procedures in accordance with our **Safeguarding** policy.

### **Suspensions and Exclusions**

#### Low level Policy

Staff/ Volunteers will follow the 5 strike rule for persistent lower level behaviours. Behaviours such as persistent talking over staff, persistent ignoring staff instructions/club rules and persistent silly language will result in this strike system:

1. Verbal warning given away from rest of children.
2. Miss an activity (whole or part based on staff decision)
3. Spend time with management away from main groups to talk about their actions and potential consequences.
4. Speak to parent/guardian on pick up/phone (depending on severity).
5. Call parent/guardian to pick up and go home, can return the following day.

\*If child reaches strike 5 in the same holiday club period they will then move on to follow the higher level policy, see below.

#### High level Policy

Staff/ Volunteers will follow the 3 strike rule for higher level behaviours. Behaviours such as physical violence, verbal violence or inappropriate and/or abusive/racist language towards staff or other children will result in this strike system:

1. Parents called and child sent home can return following day.

2. Parents called and child sent home and they will miss the next day the child is due to be in attendance to holiday club.
3. Parents contacted child sent home and child is banned from the club for an extended period of time as decided by The Club Manager.

\*If following on from the lower level policy then the management team will make a decision based on the behaviours shown by the child whether or not they will return for the following holiday club period.

This policy was adopted by: St Joseph's Holiday Club	Date: September 2024
To be reviewed: September 2025	Signed: Jessica Kirkpatrick

Written in accordance with the *Statutory Framework for the Early Years Foundation Stage (2017): Safeguarding and Welfare Requirements: Managing behaviour [3.52-3.53]*.