



Behaviour Management

PopSOC aims at all times and in all circumstances to promote positive behaviour. We expect children to be kind, helpful and polite and to take care of all property, regardless of owner, while respecting others and their right to play safely. As a play facility there is an expectation that children may play loudly and/or excitably and produce mess which is reasonable as long as they do not put themselves or others in danger or discomfort.

At PopSOC, Playworkers encourage the children to consider the effect that their actions may have on other people and are expected to obey basic health and safety rules. As a club we discourage excessive teasing and will not tolerate verbal or physical bullying, or language or behaviour likely to be offensive (see Equal Opportunities Policy and Anti-Bullying Policy).

PopSOC does not use physical punishment in any form. We will not use any harsh methods of dealing with challenging behaviour such as actions which are likely to frighten or cause humiliation.

Aims

The aims of PopSOC's Behaviour Management Policy are:-

- ∇ To build caring relationships with adults based on trust, mutual respect and understanding.
- ∇ To help children develop their sense of social awareness and acceptable behaviour in a tolerant, caring and safe environment.
- ∇ To develop a sense of community and foster positive characteristics such as caring, understanding and helping in the community.

Behaviour Management Strategies

- ∇ The childrens' behaviour will be monitored and governed with consistency in order to develop a consistent, interesting and stimulating environment within the club. This is done to encourage the children to communicate effectively rather than resorting to negative actions to convey their feelings and desires.

- ∇ Once a term, children will create and review a few simple ground rules for the club which will apply equally to all children.
- ∇ Children will be encouraged to deal with and face the consequences of their actions, for example replacing broken equipment.
- ∇ Children will be encouraged to make amends for any problem or difficulty they have caused, for example drawing a new picture to replace the one they have damaged.
- ∇ All positive behaviour will be acknowledged, encouraged and rewarded by words of praise.
- ∇ In order to gain control of large group situations staff will thank the children that are paying attention. This will be done in order to minimise use of loud voices and act as a motivation for positive behaviour.
- ∇ Playworkers are encouraged to also use their own techniques for gaining control of the group as a whole and will be given opportunity to discuss and review such techniques with other staff.
- ∇ Playworkers are encouraged to maintain a level of activities appropriate to the ages in the club which are interesting, stimulating and exciting for all children attending.
- ∇ Playworkers will endeavour to communicate effectively with the children about the range of toys and activities/entertainment provided in order to achieve maximum enjoyment for all.
- ∇ Playworkers will not immediately become directly involved in conflicts between children but will act as mediator in an attempt to give them the opportunity to resolve the situation themselves. When invited to resolve the conflict, Playworkers will discuss the situation with the children and attempt to support the childrens' skills in resolving their own conflict.
- ∇ Playworkers will intervene in situations that have obviously escalated beyond the childrens' ability to solve.

- ∇ Playworkers will emphasise the importance of a safe and happy club to the children and will promote an atmosphere whereby children feel free to take advantage of the various play opportunities offered.
- ∇ The staff will work together as a team, discussing any situations privately together in order to provide a united approach to the care of children at the club.
- ∇ The club very much appreciates parents' co-operation and participation in encouraging positive behaviour at the club and Playworkers will regularly give feedback to parents on the behaviour of their children.

Dealing With Negative Behaviour

These guidelines are set in place to provide staff with a framework for dealing with negative behaviour should the occasion arise:-

- ∇ Staff will consider at all times the difference between types of behaviour and know how to deal with each one sensitively.
 - ∇ **Disengaged** behaviour demonstrates that the child is bored or unsettled. The Playworkers should attempt to engage the child in play.
 - ∇ **Disruptive** behaviour prevents other children from freely enjoying the club and the play opportunities it provides. Playworkers should look to one another for support to consider the most appropriate and effective means of dealing with this type of behaviour.
 - ∇ **Unacceptable** behaviour causes offence and hurt to others. Examples of this are deliberate discrimination, bullying, offensive comments, violence or destruction of equipment. For behaviour such as this, staff should immediately give that child a time-out period while discussing techniques for dealing with the situation. Unacceptable behaviour will be reported, wherever necessary, to parents at the end of a session.
- ∇ When a child's behaviour is disruptive the Playworkers will try to divert attention to more productive activities. Where a child is too worked-up to be actively distracted then the child will be sat out, for no longer than is necessary, in order to regain a sense of calm to be able to focus on another activity. If this behaviour becomes unacceptable a Playworker will sit down with the child and explain that their behaviour is not appropriate for the situation. The Playworker will discuss with the child the reasons behind their

actions, giving the child opportunity to talk about any problems, fears or concerns they have.

- ∇ The member of staff will attempt to engage the child in other activities in order to prevent more negative behaviour occurring.
- ∇ If challenging behaviour persists or a child is seriously disruptive and no other means can be found a short time-out may be necessary. Time-out means that the child is asked to leave the group and sit slightly apart from the group but within the sight of staff. A time-out period should not exceed 5-10 minutes. Time-out can also be a means of calming down a very boisterous/excited child and could include a quiet activity, which the individual can pursue on their own.
- ∇ If the child continues to behave inappropriately, then the Playworker must fill in a Behaviour Incident form which will be discussed with the parent on their arrival to collect the child.
- ∇ During this time if the child 's behaviour is such that they are becoming a danger to themselves and others then the child's parents must be contacted in order to ensure the well-being of all children at the club.
- ∇ If the child's behaviour doesn't improve then they will be asked to have a longer time-out period after which, if negative behaviour continues, the parent will be contacted.
- ∇ If the behaviour persists over a period of time, it may be necessary to consider having a longer discussion with the parents and the child about the best way forward. This could involve placing the child on a behaviour plan, involving setting targets and strategies and, if deemed absolutely necessary and if agreeable with all parties, communicating with schools and other interested parties.
- ∇ If absolutely no compromise can be reached between the Playworkers and the child, and every possible behaviour management technique has been exhausted to no avail, then the club may consider suspension or exclusion.

Physical Intervention

Playworkers will only use physical intervention as an absolute last resort and only to prevent personal injury to the child, other children or an adult. It will only be used when all other possible means of behaviour intervention techniques have been tried and have failed. This physical contact will only be made so as to gently lead a child away from a situation. It will never be used as a form of discipline in itself.

The minimum force necessary will be used in order to prevent injury or damage and will be appropriate to the age, size and strength of the child/ren involved. The Playworker will always attempt to only undertake this in full view of other members of staff. As soon as it is safe, the physical intervention should be gradually relaxed to allow the child or children to regain self-control.

If a situation becomes so difficult that a member of staff is not confident in their ability to deal with it then they may contact the child's parent/carer to immediately collect the child.

If a member of staff does have to use physical intervention this will be recorded on a Behavioural Incident form and also in PopSOC's Incident Book. The most senior member of staff and also the Playworker involved will record this and at the earliest opportunity it will be discussed with the parents.

If a staff member commits any act of violence or abuse towards a child at the club, serious disciplinary action will be implemented, in line with the Child Protection Policy and according to the provisions of the Staff Disciplinary Procedures Policy.

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