



## BEHAVIOUR POLICY

Brighter Futures staff are able to manage a wide range of children's behaviour in a way which promotes their welfare and development.

Children and staff create rules for behaviour whilst at the club. These are displayed for children to see and new children have as part of their induction period a discussion of the rules. These rules will be regularly reviewed through collaboration between staff and children. Children sign their name on the rules to confirm that they understand and agree to the rules.

Children are expected to respect each other, staff, visitors and property. Staff encourage an atmosphere of care and consideration between all members of the club including children, staff and visitors.

Brighter Futures aims to encourage appropriate behaviour through a range of strategies including praise for good behaviour; distraction, discussion, emphasis on co-operative play and sharing; talking to children with the courtesy that we expect from them and engaging children in activities.

Brighter Futures staff will

- never use physical punishment under any circumstances
- Take a positive approach to managing children's behaviour
- Set clear boundaries for children's behaviour and share these with parents
- Give praise and encouragement when children live up to expectations
- Respond to unwanted behaviour appropriately, according to the child's age and level of understanding.

Brighter Futures adheres to The Children Act Regulations which states that "you must not give corporal punishment to a child in your care, or allow any other person looking after children or living and working on the premises to do so." Physical interventions will not be used, eg. holding, unless it is necessary for the safety of the child or to prevent personal injury to the child, other children or an adult or serious damage to property. Brighter Futures staff will always initially use alternatives to using physical intervention, such as withdrawing a child from the situation, distracting the child and redirecting the child's attention, and making the environment as safe as possible to avoid a child causing injury to themselves.

Any seriously unacceptable behaviour and incidents will be recorded in the Accident/Incident record book, and the parent will be informed of any incident on the day. Records will include the time, place and details of the incident, such as what happened and why, what staff did and any consequences. Parents will be asked to sign to confirm that they have been informed.

Where a child has a particular behavioural needs, relevant professional agencies may be consulted to ensure that staff are meeting the needs of the child as far as possible. At all times Brighter Futures will work closely with parents to ensure the best support is given to the child.

Staff will receive training in behavioural management as part of their induction training.

### **Bullying**

Bullying in any form is not tolerated at Brighter Futures. Brighter Futures will not tolerate from any member: bullying; aggressive, confrontational or threatening behaviour; behaviour intended to result in conflict. Children are always encouraged to report any incident and understand what constitutes bullying.

Brighter Futures has procedures for dealing with unacceptable behaviour. In the case of violence or behaviour that poses an immediate danger a child is required to be collected directly; as an ultimate sanction, the child may be excluded from the club. Brighter Futures recognises that poor behaviour can occur from time to time for reasons that are not always evident, or as a result of special needs. It will strive to be flexible in order to accommodate such cases.