

Behaviour Management

The aims of our behaviour management policy are to help children to:

- *Develop a sense of caring and respect for one another.*
- *Build caring and cooperative relationships with other children and adults.*
- *Develop a range of social skills and help them learn what constitutes acceptable behaviour.*
- *Develop confidence, self-discipline and self esteem in an atmosphere of mutual respect and encouragement.*

Preventing bad behaviour / Promoting good behaviour

At FACEvents, we believe that creating the right atmosphere and setting the correct tone from the beginning can help promote good behaviour; at our clubs we work together with all the staff and children to establish clear rules that govern behaviour of all.

As we work in a number of different schools, although the message is the same, the 'rules' may look slightly different across the various sites, especially the breakfast and afterschool clubs; for consistency for the children we try our best to adopt the same/similar system to the school (our disciplinary procedures remain the same across the company).

When a child that attends breakfast/after school club is on a behaviour plan at school, we request that the school itself shares appropriate levels of information with us to help with continuity of care - this could include certain procedures we could reflect in our sessions, or conversations with the class teacher on occasions the child may have had a particularly challenging day at school.

Dealing with negative/unwanted behaviour

Positive behaviour is reinforced with praise and encouragement.

Negative behaviour is challenged in a calm but assertive manner. In the first instance, staff will try to redirect children's energies by offering them alternatives and positive options. Staff will be open in stating and explaining non-negotiable issues.

Staff will make every effort to set a positive example to children by behaving in a friendly and tolerant manner themselves, promoting an atmosphere where children and adults respect and value one another.

If there is an issue with a child, staff will work as a team by discussing incidents and resolving to act collectively and consistently.

Staff will try to discuss concerns with parents/carers at the earliest possible opportunity in an attempt to help identify the causes of negative behaviour and share strategies for dealing with it.

Under no circumstances will corporal punishment be used on a child.

If a staff member commits any act of violence or abuse towards a child during a FACEvents day, serious disciplinary action will be implemented, according to the provisions of the staff disciplinary procedures policy.

Staff will use physical interventions only as a last resort and only then if they have reasonable grounds for believing that immediate action is necessary to prevent a child from significantly injuring themselves or others or to prevent serious damage to property.

Before reaching this stage, staff will have used all possible non-physical actions, such as dialogue and diversion, to deal with the behaviour. The child or children concerned is/are warned verbally that physical intervention will be used if they do not stop.

A dialogue will be maintained with the child or children at all times, so that the member of staff can explain what they are doing and why they are doing it. Staff will make every effort to avoid the use of physical interventions if they are alone with the child or children.

Only the minimum force necessary to prevent injury or damage should be applied. For example, by diverting a child or children by leading them away by a hand or by an arm around their shoulders.

Staff will use physical intervention as an act of care and control and never punishment. Physical interventions will not be used purely to force a child to do what they have been told and when there is no immediate risk to people and property.

As soon as it is safe, the physical intervention should be gradually relaxed to allow the child or children to regain self-control. The force of the physical intervention will always be appropriate to the age, size and strength of the child or children involved.

If staff are not confident about their ability to contain a particular situation or type of behaviour, consideration will be given to calling the child's/children's parents/carers, or, in extreme cases, the police.

Where a member of staff has had to intervene physically to restrain a child, a senior member of FACEvents staff and senior member of school staff will be notified and the incident recorded in an incident form. The incident will be discussed with the parent/carer at the earliest possible opportunity.