



PAWS Kids Clubs Limited Behaviour Management Policy

PAWS Kids Clubs Limited uses effective Behaviour Management strategies to promote the welfare and enjoyment of children attending the Club. Working in partnership with parents and carers, we aim to manage behaviour using clear, consistent and positive strategies. The Club Rules are clearly displayed at every session, and are discussed regularly.

The Club's designated member of staff responsible for Behaviour Management is Jilly Gould.

Whilst at PAWS Kids Clubs Limited we expect children to:

- Use socially acceptable behaviour.
- Comply with the Club Rules, which are compiled by the staff and children attending the Club, and apply to everyone.
- Respect one another, accepting differences of race, gender, ability, age and religion.
- Develop their independence by maintaining self-discipline, encourage good behaviour and respect for others.
- Choose and participate in a variety of activities.
- Ask for help if needed.
- Enjoy their time at the Club.

Encouraging Positive Behaviour

At PAWS Kids Clubs Limited positive behaviour is encouraged by:

- Staff acting as positive role models.
- Praising children for appropriate behaviour.
- Encouraging children to know their views count, and helping them value each other's views and values.
- Helping children reflect on their differences and understand we are free to have different opinions.
- The use of a Team Points System, stickers and other rewards.
- Informing parents about individual achievements.
- Awarding certificates for exceptional accomplishments.
- Offering a variety of play opportunities to meet the needs of the 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 is not acceptable. Staff at the Club will try to determine the cause or triggers of the inappropriate behaviour to prevent the situation from recurring.

Please see the Behaviour Management Procedure for more detail.

Dealing with Inappropriate Behaviour

- Challenging behaviour will be addressed in a calm, firm and positive manner, and the child may be temporarily removed from the activity. This may also result in a point being taken away from the child's individual points total.
- Staff will explain to the child why the behaviour displayed is inappropriate.
- Staff will give the child an opportunity to explain their behaviour, to help prevent a recurrence.
- Staff 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 will consult with the child to find activities that more fully engage them.
- We will not threaten any punishment that could adversely affect a child's well-being (eg withdrawal of food or drink).
- If a child has identified Special Educational Needs, their needs will be assessed and accommodated where possible, and the Club SENCO will consult with the School SENCO or Inclusion Manager to implement strategies used by them. See also our **Equalities Policy**.
- If a child's behaviour suggests there may be an unidentified Special Educational Need, the Club SENCO will consult with the School SENCO or Inclusion Manager.
- If a pattern of incidents indicates possible abuse, we will implement Child Protection procedures in accordance with our **Safeguarding (Child Protection) Policy**.
- Staff will consult with parents/carers to formulate clear strategies for dealing with persistent inappropriate behaviour. If there is a repeating pattern of behaviour that is unmanageable, Paws Kids Clubs Limited reserves the right to suspend or exclude the child according to our **Suspensions and Exclusions Policy** and the reasons and processes involved will be clearly explained to the child's parents/carers.
- If the behaviour exhibited is violent this will result in the immediate suspension of the child. For details of the procedures followed please see our **Suspensions and Exclusions Procedures**.
- Fees remain payable during any Suspensions. See our **Admissions and Fees Policy**.

Please see the Behaviour Management Procedure and Suspensions and Exclusions Procedures for more detail.

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, or to prevent significant damage to equipment or property. If a member of staff has to physically restrain a child, the Club Manager will be notified and an **Incident Form** will be completed. The incident will be discussed with the parent or carer as soon as possible.

If staff are not confident about their ability to contain a situation, they will call the Club Manager and/or designated Behaviour Management person or, in extreme cases, the Police.

All serious incidents will be recorded on an **Incident Form** 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 (Child Protection) Policy**.

Corporal Punishment

Corporal punishment or the threat of corporal punishment will *never* be used at the Club.

We will take all reasonable steps to ensure that no child who attends our Club receives corporal punishment from any person who cares for or is in regular contact with the child, or from any other person on our premises.

Related Policies: Equalities Policy, Suspensions and Exclusions Policy, Admissions and Fees Policy and Safeguarding (Child Protection) Policy.

Related Procedures: Behaviour Management Procedure, Suspensions Procedure and Exclusions Procedure.

This policy was adopted by: PAWS Kids Clubs Limited	Date: February 2017
To be reviewed: February 2018	Signed:

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