



Behaviour Management

It is recognised that all children behave in different ways and those changes in behaviour are usually a result of a change in their environment or circumstances that they may find challenging. Positive behaviour is promoted at all times by all staff through praise, rewards and encouragement according to the child's age and stages of development. At Ashfield Play Care Scheme we use three main strategies:

1. Always offer a choice to give the child control. E.g. - 'You can work nicely at the craft tables with the group or sit by yourself at the book table'
2. Empathise with the child. E.g. 'I know you're angry/sad but we still need to tidy up'
3. Use 'if and when'. E.g. 'If you tidy up you can choose a book'

Most children at certain stages of development demonstrate behaviour that is negative. Children may demonstrate negative behaviour verbally or physically e.g. biting/ swearing. We recognise that children may display negative behaviour due to the fact that they are still exploring their emotions and understanding of what is socially accepted.

On those rare occasions when negative behaviour is evident a child will be gently supported. We do not humiliate any child and we deal with discipline sensitively. Staff will explain to the child why their behaviour is unsafe or unkind.

Unwanted behaviour is managed according to each individual child's need. We understand that methods used for some children may not prove to be effective for others. Parents, carers and scheme staff will work together to understand what works best for each child. The scheme will work in partnership with parents when dealing with inappropriate behaviour and the scheme manager may be called on for support.

Positive social behaviour will be encouraged such as sharing, good manners, hygiene and taking turns at all times. Restraining a child for their own safety will only be used if behaviour is likely to cause injury to the child or any other person or property. This will be logged in the incident book and signed by parents.

Unacceptable Behaviour includes, but is not limited to:

- Swearing
- Physical hurting of the other children or staff
- Repetitive damage of the schemes property or of that belonging to another child
- Bullying
- Racism

Persistent unacceptable behaviour will result in the child receiving a formal warning. A full explanation will be provided, and consequences of further unacceptable behaviour discussed with the child. Children will be encouraged to discuss their behaviour, to explain their actions, and helped to develop strategies to avoid repeat incidents.

Formal warnings will be recorded on an incident form and discussed with the parent/carer. If a child receives three formal warnings this will also be raised with the committee and suspension or exclusion will be recommended.

Only in the event of an extremely serious or dangerous incident will a child be suspended with immediate effect. In such circumstances the parent/carer will be contacted to collect their child immediately. After an immediate suspension has taken place, the manager will meet with the child and their parents/carers to discuss the incident and decide on next steps.

Suspension or exclusion are a last resort and cannot take place without approval from the manager.

At Ashfield Play Care Scheme the children compile their own code of conduct which is reviewed annually.

We also have a Code of Conduct that all workers, volunteers, contractors and official visitors must abide by.

Physical Contact

There may be times that our team have to use physical contact or force in order to protect a child or other persons from harm. Physical contact or force will only be used if the child or adult is in immediate danger or causing danger to others. On these rare occasions an incident form will be completed and signed by a witness if at all possible. In the event that a child has had to be subjected to any physical contact or force then the child's parents/carer will be contacted immediately and requested to sign the incident form on collection of the child.