

Behaviour Management Policy and Procedure

In2Care uses effective behaviour management strategies to promote and support the welfare and enjoyment of children attending the Club.

Working in partnership with parents and adults in the school, we aim to manage behaviour using clear, consistent, and positive strategies.

Whilst at In2Care we expect children to:

- Use socially acceptable behaviour
- Use kind words and have kind hands and feet
- Talk to an adult if they need support with challenging behaviour of peers or if they are struggling to manage their own emotions or behaviours
- Respect all adults and show respectful communication
- Comply with the Club rules which are discussed at the start of each half term
- Understand their boundaries e.g. You should be in the sight of an adult at all times or 'today this area is out of use'
- Respect one another, accepting differences of race, gender, ability, age and religion
- Develop their independence and always try to 'have a go'
- To make good behaviour choices – considering the feelings of others and the consequences of actions
- Choose and participate in a variety of activities

At In2Care, positive behaviour is encouraged by:

- Having set routines
- Staff acting as positive role models
- Positive relationships
- Praising appropriate behaviour
- Sticker rewards
- Individual reward systems where appropriate (a continuation of rewards from school or home)
- Informing parents about individual achievements at handover
- Offering a variety of play opportunities to meet the needs of 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 some behaviours are not acceptable. Staff at the Club will try to determine the cause or triggers of the inappropriate behaviour to prevent the situation from recurring.

Dealing with inappropriate behaviour

- Challenging behaviour will be addressed in a calm, firm, and positive manner.
- Staff will encourage and facilitate mediation between children to try to resolve conflicts through discussion and negotiation, encouraging and supporting independence and problem-solving skills.
- If the inappropriate behaviour appears to be as a result of boredom, staff will consult with the child to find activities that fully engage them. Parents may be asked for ideas of resources we can source to motivate and stimulate the child.
- Staff will consult with parents to formulate clear strategies for dealing with persistent inappropriate behaviour.

- Staff will record behaviour incidents and share them with parents and the school (where appropriate). Where a parent receives a copy of an incident form, we ask a parent to sign the form.
- Sanctions will never be issued or threatened that are humiliating or degrading. Our emphasis is on positive and assertive discipline.

Restorative Behaviour Management

In2Care aims to support children in building up the skills to manage their own behaviour. Restorative practice is a set of principles and practice that encourages children to take responsibility for their behaviour by thinking through the causes and consequences.

Our team can use this basic script found on their lanyards to help children reflect on the behaviour, to look at the impact this behaviour has, and to come up with solutions.

RESTORATIVE QUESTIONS I
When things go wrong...

- What happened?
- What were you thinking of at the time?
- What have you thought about since?
- Who has been affected by what you have done? In what way?
- What do you think you need to do to make things right?

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RESTORATIVE QUESTIONS II
When someone has been harmed...

- What did you think when you realized what had happened?
- What impact has this incident had on you and others?
- What has been the hardest thing for you?
- What do you think needs to happen to make things right?

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This example below shows how this approach can support behaviour management and conflict resolution, based on empathy and taking responsibility, developing self-awareness and independence.

Example scenario

Max has hurt Sam in the playground. They sit down together with an adult, who helps Max think through the above questions:

What happened? 'I tripped Sam up in the playground.'

What were you thinking and feeling at the time? 'I was angry because he laughed when I fell over playing football.'

What have you thought about it since? 'I'm still cross that he laughed but I feel bad that he got hurt.'

Who has been affected and in what way? 'Sam grazed his knees and it made him cry. He had to stop playing football because it hurt too much.'

How could things have been done differently? 'I could have told Sam that I was angry that he laughed at me and asked him not to. I could have walked away and found someone else to play with.'

What do you think needs to happen to make things right? 'I need to say sorry to Sam and try not to lose my temper next time.'

The steps we will take when dealing with inappropriate behaviour

STEP ONE - The child will be given a verbal warning and explanation about why their behaviour is unacceptable. The parent will be informed. Incident form will be shared with parent and parent will sign to say they have received report of behaviour.

STEP TWO - If there is no improvement then a meeting will be called between the parents, Manager, and a member of the Senior Management from the school. At the meeting, strategies will be discussed, and these will be shared with the team in order to best support the child.

STEP THREE - If the behaviour does not improve, In2Care reserve the right to exclude the child from the club on a temporary or permanent basis.

Abuse, both verbal and/or physical, against a member of staff or another child will not be tolerated and may lead to immediate exclusion. If at any time a child's behaviour is extremely anti-social then temporary or permanent exclusion may be implemented immediately.

If a child's behaviour cannot be calmed down, then a member of staff will call the parent to collect as a matter of urgency for the safety of themselves and others.

In2Care ensure that all staff receive training, if required, in respect of basic behavioural management and how to control situations to ensure the safety of the children.

If staff are not confident about their ability to contain a situation, they should call the Manager. If behaviour has not been contained, parents should be called to collect as a matter of urgency.

All serious incidents will be recorded on an Incident record 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 policy.

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 must physically restrain a child, the manager will be notified, and an Incident record will be completed. The incident will be discussed with the parent/carer as soon as possible.

Corporal punishment

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

This policy was adopted by: In2Sport	Date: 15 th March 2021
To be reviewed: March 2022	Signed: L M Hall