



Inspiring learners for life

The aims of the **Enrichment Club's Behaviour Management Policy** are to help children to;

- Develop a sense of care and respect for one another and property
- 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

Cuddington Primary School behaviour expectations promoted within the school will also be promoted during your child's time in Enrichment Club. There is an expectation that children attending our Enrichment Club will make positive choices and follow the 3 school rules, in line with the School's Behaviour Management Policy.

(We choose to; Respect ourselves

Respect others

Respect our environment)

Behaviour Management Strategies

Staff will manage behaviour according to clear, consistent and positive strategies. Parents/carers are encouraged to contribute to these strategies, raising any concerns or suggestions as they arise.

Behaviour Management in Enrichment Club will be structured around the following principles:

Staff and children will work together to establish a clear set of 'ground rules' governing all behaviour in the Club. These will be periodically reviewed so that new children have a say in how the rules of the Club operate. The Club's 'ground rules' will apply equally to children and staff.

Positive behaviour will be reinforced with praise and encouragement.

Negative behaviour will be challenged in a calm but assertive manner. In the first instance, staff will try to re-direct children's energies by offering them alternative and positive options. When dealing with negative behaviour, staff will always communicate in a clear and calm manner.

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.

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.

Children who experience bullying, racism or other unacceptable behaviour will be given the confidence to speak out. Staff will encourage and facilitate mediation between children to try to resolve conflicts by discussion and negotiation.

Activities will be varied and well planned so that children are not easily bored or distracted.

Dealing with Negative Behaviour

We require all staff, volunteers and students to use positive strategies for handling any negative behaviour, by helping children find solutions in ways, which are appropriate for the children's ages and stages of development

When confronted with negative behaviour, staff will be clear to distinguish between '**disengaged**', '**disruptive**' and '**unacceptable**' behaviour.

'**Disengaged**' behaviour may indicate that a child is bored, unsettled or unhappy. With sensitive interventions, staff will often be able to re-engage a child in purposeful activity.

'**Disruptive**' behaviour describes a child whose behaviour prevents other children from enjoying themselves. Staff will collectively discuss incidents and agree on the best way to deal with them.

'**Unacceptable**' behaviour refers to non-negotiable actions and may include discriminatory comments, violence, bullying or destruction of equipment. Staff will be clear that consequences will follow from such behaviour, including in the first instance, temporarily removing a child from the session.

When an incidence of negative behaviour occurs, staff (where possible) will listen to the child or children concerned and hear their reasons for their actions. Staff will then explain to the child or children what was negative about their behaviour and that such actions have consequences for both themselves and for other people.

Children will always be given the opportunity to make amends for their behaviour and, unless it is judged inappropriate, they will be able to re-join the activity.

If a child is displaying disruptive behaviour, staff will seek to work with the pupil and parents to identify any causal factors and seek to resolve issues. If a significant incident of unacceptable behaviour occurs or challenging behaviour persists despite efforts to resolve issues and put appropriate support strategies in place, this may result in a decision being made to either suspend the place in Enrichment Club for a designated time period or fully withdraw the offer of the place.

If a pupil is at risk of losing their place at Enrichment Club, parents will be invited to attend a meeting in school with the Enrichment Club Manager and Headteacher before a final decision is made. If a child's place is withdrawn for any time period, parents will be informed

The Use of Physical Interventions

Staff will only use physical interventions 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.

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 should be applied, for example, by diverting a child or children or 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. If staff are not confident about their ability to contain a particular situation or type of behaviour, consideration will be given to calling a senior member of school staff. If there isn't a senior member of staff available, then a teaching member of staff may be called upon.

Where a member of staff has had to intervene physically to restrain a child, the Headteacher will be notified and the incident recorded in the Incident Record Book. The incident will be discussed with the parent/carer on the day it occurs.

If you are unsatisfied with how your child's behaviour is supported in the Enrichment Club then you are advised to contact the Enrichment Club Manager in the first instance. If you feel your concerns remain unresolved then please refer to the school's complaints procedure.