



BEHAVIOUR MANAGEMENT POLICY FOR CAREER SEEKERS DIRECT (SKILLS & MORE ACTIVITY CAMP)

Career Seekers Direct) (“CSD”) deliver Skills & More Activity Camps. When delivering these they use safe & effective behaviour management strategies to promote the welfare and enjoyment of children attending the Camps. Working in partnership with parents/carers we aim to manage behaviour using clear, positive & consistent strategies. The rules are clearly displayed at every session and are discussed regularly.

Whilst at Skills & More Activity Camps we expect children to:

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

Encouraging positive behaviour

At Skills & More Activity Camps, positive behaviour is encouraged by:

- Staff and representatives acting as positive role models
- Praising appropriate behaviour
- Informing parents/carers about individual achievements
- Offering a variety of opportunities to meet the needs of children attending the Camps.

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 and representatives at the Camp 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 and positive manner.
- In the first instance, the child will be temporarily removed from the activity.
- Staff will discuss why the behaviour displayed is deemed 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.
- Staff will consult with parents/carers to formulate clear strategies for dealing with persistent inappropriate behaviour.



- We will not threaten any punishment that could adversely affect a child's well-being (e.g. withdrawal of food or drink).

If after consultation with parents/carers and the implementation of behaviour management strategies, a child continues to display inappropriate behaviour, CSD may decide to exclude the child. The reasons and processes involved will be clearly explained to the child.

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 manager will be notified and an **Incident record** 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 should call the manager or, in extreme cases, the police.

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.

Corporal punishment

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

We 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: Career Seekers Direct	Date: 20/07/2021
To be reviewed: 20/7/2022	Signed: Eva Harrison

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