



Behaviour Management Policy

Sprouts Childcare uses effective behaviour management strategies to promote the welfare and enjoyment of children attending the Club. Working in partnership with parents and the school, we aim to manage behaviour using clear, consistent and positive strategies. The Club rules are discussed regularly.

Whilst at Sprouts we expect children and parents to:

- Use socially acceptable behaviour
- To engage with staff member appropriately
- Be polite and use good manners
- 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 Club.

Encouraging positive behaviour

At Sprouts, positive behaviour is encouraged by:

- Staff acting as positive role models
- Praising appropriate behaviour
- Informing parents about individual achievements
- 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 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.

*Should any child within the club have any additional needs, please follow the Inclusion Policy to ensure that Sprouts, parents and schoolwork together to establish a good working relationship to ensure that are able to meet your child's needs whilst at Sprouts. Ant Triggers will be logged using the Trigger Form and communicated to you.

Dealing with inappropriate behaviour

- Challenging behaviour will be addressed in a calm, firm 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 they can engage in.

- Staff will consult with parents and the school 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 (eg withdrawal of food or drink).

If after consultation with parents/school and the implementation of behaviour management strategies, a child continues to display inappropriate behaviour, the Club may decide to exclude the child in accordance with our **Suspensions and Exclusions and Inclusion** policy. The reasons and processes involved will be clearly explained to the child.

Physical intervention

Physical intervention will only be used as a last resort, Sprouts staff do not undertake any restraint training, therefore will require an investigation as to why this has occurred along with a phone call home to collect your child. Staff will only intervene when they 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 and school 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. If you have any concerns that this may have taken place within our setting, please contact a manager or follow our whistleblowing policy.

Unacceptable behaviour from parents

Sprouts Childcare encourages close links with parents and the community. We believe that children benefit when the relationship between home and wrap around childcare is a positive one. As role models, and for the safety and wellbeing of our children, staff and parents, other visitors are expected to behave appropriately when on school premises.

Parents and other visitors are expected to show respect and concern for others and support the respectful ethos of club by setting a good example in their own speech and behaviour towards all members of the Sprouts Childcare.

Unacceptable behaviours

We expect all our parents to always show Sprouts Staff respect and courtesy. Sprouts have a zero-tolerance attitude to any behaviours that parents/carers show towards Sprouts staff, that may cause upset or harm. Examples of behaviour that are considered serious and unacceptable and will not be tolerated include:

- shouting at members of Sprouts, either in person or to Sprouts staff over the telephone;
- physically intimidating members of Sprouts, e.g. standing very close to her/him;
- the use of aggressive hand gestures;
- threatening behaviour;
- Continuous rude or abrupt manners
- shaking or holding a fist towards another person;
- swearing;
- pushing;

- hitting, e.g. slapping, punching and kicking;
- spitting;
- breaching the school's security procedures
- continuous deformation of character/company
- continuous verbal aggression towards staff

This is not an exhaustive list but seeks to provide illustrations of such behaviour.

Unacceptable behaviour will result in your childcare space being withdrawn with immediate effect. In extreme cases the police being informed of the incident.

Procedure to be followed

If a parent/carer behaves in an unacceptable way towards a member of Sprouts, the Manager or appropriate senior staff, where possible will seek to resolve the situation through discussion and mediation. Where this is not possible, and staff feel intimidated or unsafe we will ask you not to attend any settings, with immediate effect. It will be down to the Managers discretion should childcare continue with sanctions during this time.

On imposing a ban, the following steps will be taken:

1. The parent/carer will be informed, in writing, that she/he is banned from the premises, subject to review, and what will happen if the ban is breached, e.g. that police involvement or an injunction application may follow
2. Where an assault has led to a ban, a statement indicating that the matter has been reported to the local authority and the police will be included
3. Where appropriate, arrangements for pupils being delivered to, and collected from the school gate will be clarified.

If necessary, Sprouts complaints procedures should be followed.

