



KIDZ COME FIRST BEHAVIOUR AND DISCIPLINE POLICY

The overall aim of this policy is to safeguard both children and staff at Kidz Come First. It also deals with the event of negative and persistently undesirable behaviour

Rewarding Positive Behaviour

At Kidz Come First we recognise those children who are well behaved.

This not only raises self-esteem but encourages others to follow their example, thus reducing the incidents of negative behaviour and making the club a happier place for all.

Children will be praised by all members of staff for good behaviour or achievements.

Staff are encouraged to relay these achievements to other members of staff and groups of children.

At the Out of the School achievements will be recognised by the awarding personal points, to be logged on a chart/house point. At the end of the term a prize will be awarded to the team with the most points.

What constitutes unacceptable behaviour?

An event that either directly or indirectly compromises the safety, security or well-being of a child, other children or a member of staff.

We appreciate that negative behaviour can range from minor disobedience to threatening and potentially violent behaviour. This procedure is to be used in cases of a more serious nature. The general high-spirited nature of the children playing may require a 'time out' or cooling off period.

Sometimes behaviour escalates and can become unsafe. It is on these occasions that the following procedures should be used:

Procedure for dealing with unacceptable behaviour

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 behaviour which 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 remarks, violence, bullying or destruction of equipment.

Parents/Carers will be notified of any incident that has displayed unacceptable behaviour, or where their child has been violent towards another child or a member of staff.

Support will always be offered to parents to help them find strategies to assist them in dealing with behaviour issues, as this often has an impact on the child's behaviour at Kidz Come First. Wherever possible a joint strategy will be discussed and agreed.

If a child consistently misbehaves the following actions will follow:

- **One incident of Misbehaviour** – The child will be given a **first warning** and given an explanation why this action has been taken.
- **Second incident of Misbehaviour** – A record will be made in the incident book and the child will be removed from doing certain activities. The Manager will discuss the reasons for the behaviour, why the behaviour is unacceptable and how the behaviour can be managed. **A First warning letter** will be sent home to parents.
- **Third incident of Misbehaviour** – The child will be removed from doing all activities until a discussion has taken place with the parents. The parent will be spoken to about exclusion from the club.

Kidz Come First reserves the right to exclude a child with immediate effect if issues of safety arise from a child's behaviour/. We are committed to safeguarding children and to promote children's welfare.

Staff in the Playscheme/After school club are aware of their role in promoting acceptable behaviour and will;

Act as a good role model by showing consideration, respect and good manners to, and for, others, particularly the children

Provide a social environment where activities are stimulating and appropriate for the developmental stage of the children

Provide situations where everyone can enjoy freedom without threatening the enjoyment of others

Understand age/stage appropriate behaviour

Encourage children to develop self-discipline

Be positive, constructive, and fair, rewarding and praising acceptable behaviour

Be able to differentiate between deliberate and accidental occurrences

Be aware there may be underlying problems when unacceptable behaviour occurs

Use appropriate language and establish eye contact when talking to the children

Work with parents and carers to promote and encourage acceptable behaviour

Always respect confidentiality

CHILDREN WILL NEVER BE SMACKED, SHAKEN, HUMILIATED, RIDICULED, THREATENED, LEFT IN ISOLATION OR MADE TO FEEL UNWANTED OR UNDERVALUED

Policy reviewed 5th February 2021

Next review date: 16th December 2022

Reviewed by Manager: Natalie Johnson