



## **BAFTA BEHAVIOUR MANAGEMENT POLICY**

Review Date: January 2019

Monkshouse BAFTA (Before and After school) Club aims to encourage self-discipline in the children, developing their consideration to others, their surroundings and property, by praising and acknowledging positive actions and attitudes. We aim to meet the personal, social and emotional needs of children by providing clear, consistent and developmentally appropriate expectations for behaviour.

We acknowledge that there are times when issues surrounding behaviour will need to be managed and we will work to the Behaviour Management Policy in order to do that.

### **The BAFTA Club intends to:**

- Encourage co-operative and caring behaviour at all times
- Support children to develop a sense of respect for one another
- Develop children's social skills and support children to acknowledge what is acceptable behaviour.
- Develop children's self-esteem, self-discipline and confidence.
- Acknowledge considerate behaviour.
- Practice positive reinforcement.
- Encourage children to resolve conflict.
- Support children to recognise and understand emotions
- Support children to understand and acknowledge inappropriate behaviour
- Never use raised voices, physical restraint or humiliation to manage behaviour.
- Use developmentally appropriate strategies for managing behaviour.
- Record incidents of inappropriate behaviour and liaise with parents where necessary.
- Work together as a team to ensure a fair and consistent approach to managing incidents

As part of the induction procedure, all staff will be made aware of the procedure to manage behaviour according to clear, positive, consistent guidelines. Staff will make every effort to act as good role models to children by behaving in a friendly and considerate manner themselves, creating an atmosphere of respect and value for one another.

Staff will be made aware that it is totally unacceptable to physically or verbally harass any child. Where such an incident occurs, appropriate procedure will be followed.

At least one member of staff will have team teach training.

Staff will work effectively together as a team and show a fair and consistent approach to incidents. They will discuss any concerns with parent/carers in an attempt to understand and identify possible causes of negative behaviour.

Positive behaviour will be praised and each child will start every day with a 'clean slate'.

Staff will attempt to focus directly on positive features of the child's behaviour.

The setting manager, Mrs R Inglis, will have overall responsibility for Behaviour Management.

### **Procedure for managing unacceptable/inappropriate behaviour**

- Where unacceptable behaviour is recognised or observed staff will intervene appropriately, in a clear, calm and positive manner, to support children to reconcile conflict.
- Staff will employ distraction techniques and discussion (where age appropriate), explaining why the behaviour is unacceptable, whilst reassuring the child that it is the behaviour, not the child that is being questioned. At this stage staff will work with the child to agree what is required to improve the behaviour including the rewards and sanctions to be used in managing the behaviour.
- Where the inappropriate behaviour continues, parent/carers will be invited into the setting to discuss the situation and support the management of behaviour by working together to ensure a consistent approach between setting and home.
- Where there continues to be no improvement in inappropriate behaviour, a further meeting will be arranged with parents/carers to discuss the situation in more detail to establish/identify any underlying issues/difficulties. The Headteacher or a senior member of school staff will attend this meeting. A further action plan with a consistent approach between home and setting will be agreed and where appropriate, this stage may include referral to external agencies for additional support / assessment.
- All serious incidents will be recorded on an Incident log and kept in the child's file. This may be used to build a pattern of behaviour, which may indicate an unknown underlying cause. Where causes of incidents indicate possible abuse, child protection procedures will be implemented.

This policy will be reviewed annually and any changes will be made and presented to the school Governing Body.

Signed \_\_\_\_\_ Chair of Governors

Signed \_\_\_\_\_ Headteacher

Date \_\_\_\_\_