



SIMPLY PENDOYLAN

Behaviour Management Policy

All children attending the Club have the right to play and enjoy activities in an environment free from intimidation, harassment, and verbal or physical abuse.

We are committed to providing a happy, well-managed environment where children can develop the social skills necessary to thrive in society. We recognise the importance of setting clear, reasonable, and age-appropriate boundaries to support positive behaviour.

We promote a safe and secure environment by encouraging respect for others through the following:

- Working with children to establish clear expectations of acceptable and unacceptable behaviour (Club Rules), which are displayed and regularly reviewed
- Including behaviour expectations as part of the induction process for both children and staff
- Praising and reinforcing positive behaviour consistently
- Using distraction and de-escalation techniques where appropriate
- Encouraging children to express and talk through their feelings
- Openly discussing behaviour to support understanding
- Addressing and discouraging inappropriate behaviour, including bullying
- Ensuring staff act as positive role models at all times
- Promoting good hygiene practices, including handwashing and sanitising, and recognising positive behaviour in this area

Promoting Positive Behaviour

At Simply Pendoylan, we actively recognise and celebrate positive behaviour. This approach helps to build self-esteem and encourages others to follow good examples, contributing to a supportive and respectful environment.

Staff maintain a consistent approach by:

- Praising appropriate behaviour
- Applying fair and consistent consequences when behaviour is inappropriate
- Sharing positive achievements with colleagues, management, and children

Unacceptable Behaviour

The following behaviours will not be tolerated:

- Bullying (see Anti-Bullying Policy)
- Harassment
- Intimidation
- Behaviour that compromises the health and safety of others

Prohibited Practices

Staff will never use, or threaten to use, the following:

- Corporal punishment
- Restricting contact with parents/carers (unless required by court order)
- Withholding or forcing food or drink
- Requiring inappropriate or distinctive clothing
- Withholding medication or medical treatment
- Intentional sleep deprivation
- Intimate physical examination
- Withholding necessary aids for disabled children
- Group punishment or involving children in disciplining others

This does not prevent:

- Necessary medical actions by qualified professionals
- Immediate action to prevent injury or serious property damage

Managing Unacceptable Behaviour

When incidents occur:

- The situation will be discussed privately with the child in an age-appropriate manner
- Children will be supported to resolve conflicts
- Behaviour will be considered in context of age, development, and individual needs
- Additional support will be provided where needed

For more serious incidents:

- Details will be recorded in an incident log
- Parents/carers will be informed on the same day

If behaviour continues:

- A meeting will be arranged with parents/carers to agree on supportive strategies

Physical Intervention

Physical intervention will only be used when necessary to:

- Prevent injury to the child, others, or staff
- Prevent serious damage to property

Any such incident will be:

- Reported to the manager
- Recorded formally
- Discussed with parents/carers as soon as possible

Escalation Procedures

If behaviour continues to pose a risk:

1. A formal letter will be issued to parents/carers
2. A warning of possible exclusion will be given
3. Exclusion may be implemented if no improvement is seen

Reintegration may be considered under agreed conditions.

Children will be kept informed throughout the process in a way appropriate to their age and understanding.

In exceptional cases involving serious incidents, immediate exclusion may occur. Parents/carers have the right to appeal through the Club's complaints procedure.

Responsibility

The Playleader (or Person in Charge) is responsible for behaviour management. In their absence, the Assistant Playleader assumes this role.

Policy Review

This policy will be regularly reviewed. Any updates will be shared with parents/carers and CIW within 28 days where required.