

Richmond Hillbillies Policies and Procedures 2020/2021

Richmond



Hillbillies

Behaviour Policy & Procedure

Hillbillies recognise the importance of positive behaviour expectations in promoting children's enjoyment, constancy and assurance. The aim of this policy is to help children develop a sense of caring and respect for themselves and others, to develop social skills so they learn what is acceptable behaviour and to develop self-discipline, self esteem and confidence.

We work towards standards of behaviour based on the basic principles of;

- **Honesty**
- **Respect**
- **Consideration**
- **Responsibility**

It follows that acceptable standards of behaviour are those that reflect these principles and applies to everyone entering the club, both adults and children.

Playcarers are 'behaviour leaders', who motivate, promote positive behaviour by example, praise and encouragement. They focus on the positive not the negative.

Playcarers do an 'on the spot risk assessment' before deciding whether to get involved in children's behaviour. They consider the likely outcome of the behaviour and monitor this and only intervene when appropriate.

Distraction, planned ignoring, hurdle help, reminders, direct appeal, limiting equipment access and proximity are all possible options to promote positive behaviours though it will depend on the individual situation and child.

A short period of 'thinking time' provides an opportunity for the child to calm down and a quick two-way discussion about what was unacceptable about their behaviour and the consequences which take place. The child will never be left alone during 'thinking time'. 'Thinking time' is never longer than 5 minutes and is often shorter. Thinking time' is to give a child time to calm down not as a punishment.

Staff will discuss concerns with parent/ carers in an attempt to identify the causes and share strategies for dealing with negative behaviour.

- *We give lots of praise, encouragement and positive attention*
- *Children start each session with a 'clean slate'*
- *It is the behaviour not the child that is unacceptable*
- *We ignore attention seeking behaviour whenever possible*
- *We accept that the children (and adults) won't get it right all the time*
- *We listen carefully to what children tell us,*
- *We encourage and support children in resolving their own conflicts..*
- *'We help children recognise, name and find acceptable ways of dealing with their feelings*
- *We discuss concerns at team meetings or sooner if necessary*
- *Staff support each other to offer the best service to the child*
- *We talk to parents/carers about their child's positive behaviour*
- *We talk & listen carefully to all children involved in an incident*
- *We note any changes in a child's behaviour, there could be underlying reasons.*
- *We may record some incidents & action taken if deemed necessary by the manager*