



YOUNG PEOPLE MATTER CHARITY'S

Behaviour Policy

Dated: June 2023

The Policy will be reviewed every three years or in line with changes in government legislation and updated guidance

www.youngpeoplematter.org

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Young People Matters Behavioural Policy.

Statement:

Young People Matter recognizes the importance of promoting effective behaviour management. We believe that all children have the right to expect positive approaches to challenging behaviour. Behaviours which injure others, either emotionally or physically, or damage property are not acceptable and must be dealt with in an appropriate manner. As well as working in partnership with parents, we aim to manage behaviour using clear, consistent and positive strategies. The Club rules are clearly displayed at every session, and are discussed regularly.

Our aims:

- To encourage children to use socially acceptable behaviour.
- To encourage children to comply with Young People Matters club rules.
- To encourage children to Respect one another, accepting differences of race, gender, ability, age and religion.
- To encourage children to choose and participate in a variety of activities
- To encourage children to develop their independence by maintaining self-discipline.
- To encourage children to ask for help if and when needed.
- To ensure children enjoy their time at the club.

We will do this by:

- Staff acting as positive role models
- Praising appropriate behaviour
- Sticker rewards
- Informing parents about individual achievements
- Certificates for exceptional accomplishments
- Offering a variety of play opportunities to meet the needs of the children attending the Club.
- Providing activities that require co-operation rather than competition. This should promote qualities such as turn-taking, sharing, trust and compromise.

Setting Boundaries

We will set ground rules for the children in Young People Matter, which are age appropriate and easy to understand as well as giving an explanation as to why we have these rules. For example no hitting-because it hurts others when we hit them and we wouldn't like someone to hit us etc.

Applying The Boundaries

We will apply these boundaries consistently and fairly. This will be done by:

- Informing the children of the site ground rules.
- Informing the children why we have the rules.
- Informing the staff of the rules and how to apply them.
- Informing the parents of the rules.
- We will encourage children to review the rules and ask them should any further rules be put in place.

Dealing with inappropriate behaviour

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 Young People Matter will try to determine the cause or possible triggers of the inappropriate behaviour to prevent the situation from recurring.

- 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 conflict resolution 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 more fully engage them.
- Staff will consult with parents 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.

Expectations of Staff

We expect our staff to set a positive example to children by:

- Regularly examining their conduct.
- Listening carefully to children and valuing what they have to say.
- Give the children clear and consistent explanations of the boundaries required within the Young People Matter club.
- Ensure that children do not receive attention for inappropriate behaviour.
- Allow children to express choices.
- Acknowledge children's feelings and encourage them to express them verbally or creatively.
- Adhering to the rules of the group.
- Respecting the children and adults in the group.

- Being mannerly.
- Remembering that children learn by example.

Don'ts

- Physical punishment will NEVER be used or threatened.
- Adults should not shout or raise their voices, unless you need to command the whole group or in an emergency situation.
- Staff should avoid labelling children as 'naughty' or 'good'. Labels can have undesirable long-term effects on children.
- Unnecessary constraints or restrictions will not be imposed on children.

Do's

- Staff to stop aggressive or bullying behaviour immediately and make clear that this type of behaviour is unacceptable. This is to be done by explanation rather than personal blame.
- All behaviour problems are dealt with in a developmentally appropriate way. Staff are to help the children understand and they are respected/valued even when their behaviour/actions are not.
- When necessary, staff should outline the behaviours for children and encourage them to think out solutions through conflict resolution.
- Staff should help children to take responsibility for their actions. For example, wiping up their own spills and helping repair equipment they have damaged or broken.
- Adult use observations, briefings and De-briefs as a way of identifying possible triggers for unwanted behaviour.

In The Case of Persistent Inappropriate Behaviour

The child's parents/carers will be contacted and made aware of the situation.

The team leader will discuss the situation with the parents/carers to find the possible cause of the behaviour.

The leader and the parents/carers will, together, develop behaviour management strategies for dealing with the unwanted behaviour, which could be implemented at home and within the setting.

In extreme cases, to protect other children and staff, Young People Matter reserves the right to exclude the child from the group; this may be a temporary or permanent measure.

Refunds for exclusion periods Refunds are not given for periods where a child is excluded from the service because of their behaviour.

Valuing And Promoting The Partnership With Parents

We value the partnership with parents at Young People Matter and will endeavour to inform and discuss with them on these matters.

Expectations of behaviour from parents

We expect that parents will:

- Gain the other parents' permission first if taking another child home to play and see that they notify the Team Leader/Manager. If the Team Leader/Manager has not received permission to release the child to another adult, they will NOT do so.
- Notify us if your child is to be collected by someone other than those stated on the form. If the Team Leader/Manager has not received permission to release the child to another adult, they will NOT do so.
- Not give sweets or snacks to their own or other children at the play setting. Sugar adversely affects children's behaviour and other children have allergies towards different food products.
- Have read and will support the Positive Behaviour Policy,
- Show they are pleased to see their child when arriving and will give them time to extricate themselves from whatever they were doing. (Please do not maintain a telephone conversation while doing this, this gives the impression that your child is unimportant).
- Collect their children on time – late collection causes distress and anxiety to children.
- Whereby a parent cannot a late collection Young People Matter advise parents to call and inform staff of their lateness and an expected time of arrival, 3 late collection during a half term provision of after school club could result in your child temporarily losing their place.
- Collect their children personally (or send another person over 16 years old) and sign them out. Please do not expect staff members to send your child out to the gate or to a vehicle.
- Notify us if their child is unable to attend on the day they are registered.
- Complete online registration in full and update the system immediately of any changes (telephone numbers, email address, allergies, or emergency contact details)–this is for your child's safety and well-being.
- Use appropriate language when on site, no shouting at any adults, staff or children is permitted nor threatening behaviour against any person or properties. Please refer to Young People Matters Behavioural Policy for Adults.
- Keep to the designated areas. Please do not attempt to recover property from your child's classroom, or the designated areas used during half term, unknown adults are not permitted to wander the school building unsupervised.

Traffic Light System	
Behaviour which may endanger self or others. Physical contact with another child or member of staff. Intentionally hurting another child. Fighting with another child. Serious intentional damage to YPM or school's equipment. Swearing or inappropriate language. Continuation of disruptive yellow traffic light behaviour.	Time out. Meeting with parents. Removed from specific activities. Fixed exclusion from Afterschool Club. Only manager and team leader will inform child and of formal meetings, when child is being removed from specific activities and if they are to be excluded from Afterschool Club.
Using inappropriate language. Telling lies to cover up the truth. Ignoring instructions. Disturbing group activities. Breaking the safety rules. Behaving in an unfriendly way to another child.	Verbal warning. Name placed on board. Strategies for improving behaviour. Removed from group. Time out (Age Appropriate)
WELL DONE! For remembering to follow our ground rules.	Stickers. Prize (Fridays) Positive postcard home.

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