



YOUNG PEOPLE MATTER CHARITY'S

Behaviour Policy

Dated: May 2016

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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Charity No: 1134959 | Company No: 6418296

Young People Matters Behavioural Policy.

Statement:

Young People Matter recognizes the importance of promoting acceptable behaviour and methods of discipline within the childcare setting. We believe that all children have the right to expect positive approaches to discipline, which foster self-esteem, respect, tolerance and self-control. Behaviours which injure people either emotionally or physically or damage property are real problems for adults/staff and the other children, these behaviours must be dealt with in an appropriate manner. By promoting these beliefs Young People Matter will endeavour to ensure the group is safe, open-minded and considerate to all.

Our aims:

- ✓ To promote self-discipline.
- ✓ To develop within each child an appreciation of others and their feelings.
- ✓ To increase children understands of the consequences of their behaviour on others and themselves.
- ✓ To encourage the children's ability to socialise and get along with others.
- ✓ To reinforce the positive and discourage the negative behaviour.

We will do this by:

PRAISE AND ENCOURAGEMENT

We will praise and encourage the positive behaviours so that qualities such as kindness, thoughtfulness, tolerance, perseverance and concentration are appreciated and acknowledged.

REASONING

We will reason and discuss with the children on why they should or should not do something. This should assist them in relating the behaviour to the consequences.

PHRASING

We will endeavour to phrase directions, as far as possible, in a clear and positive manner. For example instead of saying 'don't' we will endeavour to explain why they should not do Something.

LAYOUTS

We will endeavour to set out an environment at Young People Matter in such a way to promote positive behaviour and reduce the possibility of problems occurring by:

- Allowing enough space around each activity.
- Having each area clearly defined.
- Allowing access to a range and choice of equipment.
- Providing appropriate materials at each activity.
- Providing activities that require co-operation rather than competition. This should promote qualities such as turn-taking, sharing, trust and compromise.
- Providing a range of stimulating activities, this will require concentration and perseverance.

SETTING RULES

We will set ground rules for the children in Young People Matter, which are basic and simple and give an explanation as to why we have these rules. For example no hitting-because it hurts and we wouldn't like someone to hit us ect

APPLYING THE RULES

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

- Informing the children of the 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.

Negative or challenging behaviours that are discouraged

- ✓ Unfriendliness towards others.
- ✓ The exclusion of any child or children from the group which is unreasonable and/or hurtful.
- ✓ Avoiding routine tasks or getting others to do things that they should do themselves.
- ✓ Unreasonably denying others the use of resources.
- ✓ Thoughtless behaviour or words or lack of certain behaviour or words that a reasonable person would consider impolite.
- ✓ Unusually careless or reckless behaviour that could result in a child hurting themselves or others or cause damage to property or possessions.
- ✓ Disrespectful language, actions or tone of voice.
- ✓ Loitering or lingering when expected elsewhere or any behaviour that holds up others. Leaving or distracting a group activity without good cause.
- ✓ Defiance or refusal to follow a reasonable request; actions or words that directly challenge the authority of the staff or deliberately overstepping the known boundaries.
- ✓ Doing things that are not understood.
- ✓ Supporting negative behaviour in others.
- ✓ Damaging the environment

THE STAFF

We expect the staff to set a positive example to the 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 setting.
- 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.

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.

DON' TS

- Physical punishment, such as smacking or shaking will NEVER be used or threatened.
- Adults should not shout or raise their voices.
- Staff should avoid labelling children as 'naughty' or 'good'. Labels can have undesirable long-term effects.
- Unnecessary constraints or restrictions will not be imposed on children.

DO' S

- Staff are 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.
- Any behaviour problems are dealt with in a developmentally appropriate way. Staff are to help the children understand and they are loved/valued even when their behaviour/actions are not.
- When necessary, staff should outline the problems for children and encourage them to think out solutions.

- Staff should help children to take responsibility for the actions. For example, wiping up spills and helping repair equipment.
- Adult use observations as a way of finding out any possible reasons for unwanted behaviour.

In The Case Of Persistent Inappropriate Behaviour

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

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

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

Should it be necessary and with the consent of the parent/carer, advice and assistance will be sought from relevant external specialists to address the matter.

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.

Expectations of parent's behaviour

We expect that parents will:

- ✓ Gain the other parents' permission first if taking another child home to play, and see that they notify the Centre Manager. If the Centre 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 Centre 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 product

- ✓ 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 to children and anxiety to staff, it also costs the charity a disproportionate amount of money to manage,
- ✓ Collect their children personally (or send another person over 14 years old) and sign them out. Please do not expect us to send your children out to the gate or to a vehicle unless it is an emergency.
- ✓ Notify us if their child is unable to attend on the day they are expected (after school scheme only),
- ✓ Pay fees according to the published schedule - late payment is embarrassing for everyone and jeopardises the good relationships between parents and staff,
- ✓ Complete all paperwork in full and notify us immediately of any changes-this is for your child's safety and well-being,
- ✓ Use appropriate language when on site, not shout at anyone or threaten to use violence against any person or property,
- ✓ Keep to the play areas. Please do not attempt to recover property from your child's classroom, unknown adults wandering the school building causes anxiety.

Traffic Light System	
<p>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.</p>	<p>Time out. Meeting with parents. Removed from specific activities. Fixed exclusion from Afterschool Club.</p> <p>Only manager and team leader will inform child and parent of formal meetings, when child is being removed from specific activities and if they are to be excluded from Afterschool Club.</p>
<p>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.</p>	<p>Verbal warning. Name placed on board. Strategies for improving behaviour. Removed from group. Time out (Age Appropriate)</p>
<p>WELL DONE! For remembering to follow our ground rules.</p>	<p>Stickers. Prize (Fridays) Positive postcard home.</p>