

# Stortford KidsOut

## Behaviour Management Policy

Stortford KidsOut uses effective behaviour management strategies to promote the welfare and enjoyment of children attending the Club. Working in partnership with parents, we aim to manage behaviour using clear, consistent and positive strategies. There are few rules, the children are involved in the making of our rules and the aim is to engage children effectively with each other that the need for inappropriate behaviour is reduced to minimum.

Our expectations surround the following lawful principles:

1. Do no harm
2. Cause no injury or loss
3. Stand in honour, be respectful and show integrity by:
  - Being honest, being considerate of others
  - Show through actions towards others
  - Respect one another, accepting differences of race, gender, ability, age and religion
  - Develop independence through self-discipline, learn new skills
  - Choose and participate in a variety of activities
  - Ask for help if needed
  - Enjoy yourself

### Encouraging positive behaviour

At Stortford KidsOut positive behaviour is encouraged by:

- Staff acting as positive role models
- Praising effort or decisions that are supportive to each other and noticing beneficial behaviour and respect
- Informing parents of worthiness, positive actions
- Offering a variety of play opportunities to meet the needs of children attending the Club.

It is inevitable that as children develop and learn, there are times when they need support and guidance to understand that certain behaviour is not acceptable. Staff at the Club will try to determine the cause or trigger to prevent the situation from recurring and help the child to resolve their responses.

### Dealing with inappropriate behaviour

- Challenging behaviour will be addressed in a calm, firm and positive manner.
- Staff will discuss why the behaviour displayed is deemed inappropriate.
- Staff will give the child an opportunity to explain what happened
- Staff will encourage and facilitate mediation between children to try to resolve conflicts through discussion and negotiation.
- If the inappropriate behaviour appears to be because of boredom, staff will consult with the child to find activities that more fully engage them.
- Staff will only consult with parents to formulate clear strategies when it becomes problematic to resolve e.g. repeated, persistent behaviour inconsistent with do no harm, injury or loss, be honourable in your relationships with others
- We never threaten 'punitive' measures that adversely affect a child's well-being e.g. withdrawal of food or play opportunity.

If after consultation with parents and the implementation of management strategies, a child continues to display inappropriate behaviour, the Club may decide to exclude the child in accordance with our **Suspensions and Exclusions** policy. The reasons and processes involved will be clearly explained to the child and only after full discussion with parents has taken place.

### Physical intervention

Physical intervention will only be used as a last resort, when staff believe that action is necessary to prevent injury to the child or others, or to prevent significant damage to equipment or property. If a member of staff must physically restrain a child, the manager will be notified and an **Incident record** will be completed. The incident will be discussed with the parent or carer as soon as possible.


If staff are not confident about their ability to contain a situation, they should call Linda Davies or, in extreme cases, the police.

All serious incidents will be recorded on an **Incident record** and kept in the child's file. This may be used to build a pattern of behaviour, which may indicate an underlying cause. If a pattern of incidents indicates possible abuse, we will implement child protection procedures in accordance with our **Safeguarding** policy.

### Corporal punishment

Corporal punishment or the threat of corporal punishment will *never* be used at the Club.

We will take all reasonable steps to ensure that no child who attends our Club receives corporal punishment from any person who cares for or is in regular contact with the child, or from any other person on our premises.

This policy was adopted by: Stortford KidsOut	Date: May 2026
To be reviewed: April 2027	Signed: 

Written in accordance with the *Statutory Framework for the Early Years Foundation Stage (2024): Safeguarding and Welfare Requirements: Managing behaviour [3.53-3.54]*.