

Bisley Base Limited

Behaviour and Engagement Policy

Bisley Base Ltd uses effective behaviour management strategies to promote the welfare and enjoyment of children attending. Working in partnership with parents, we aim to manage behaviour using clear, consistent, and positive strategies. The rules are clearly displayed at every session and are discussed regularly.

It is expected that parents and carers will treat and talk to staff as they would like to be spoken to themselves. Bisley Base will not accept bad language or aggressive behaviour, whilst dropping off and collecting. Families have the right to not be faced with unacceptable language or behaviour. Any parent or carer displaying this will be asked to leave. We will be adopting a shirt on policy; we respectfully request that all attending our site do so with a shirt on.

The designated member of staff responsible for behaviour management is Lynda Faithfull

Whilst at Bisley Base Ltd we expect children, parents, and carers to:

- Use socially acceptable behaviour
- Comply with the rules, which are compiled by the children attending.
- Respect one another, accepting differences of race, gender, ability, age and religion
- Develop their independence by maintaining self-discipline
- Choose and participate in a variety of activities
- Ask for help if needed
- Enjoy their time with us

Encouraging positive behaviour

At Bisley Base Ltd positive behaviour is encouraged 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.

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

Dealing with inappropriate behaviour

- 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 mediation 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 (eg withdrawal of food or drink).

If after consultation with parents and the implementation of behaviour management strategies, a child continues to display inappropriate behaviour, Bisley Base Ltd 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.

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 has to 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 the manager 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.

We will take all reasonable steps to ensure that no child who attends 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.

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| This policy was adopted by: Bisley Base Ltd | Date: June 2021 |
| To be reviewed: June 2022 | Signed: Lynda Faithfull |