

## **Biggin Hill Holiday Squad**

### **Behaviour Policy**

*At Biggin Hill Holiday Squad we listen to one another, we help each other out and we ask each other to play. We want to support children in finding positive ways to play, giving examples of what they can do rather than what they should not do.*

Biggin Hill Holiday Squad uses effective, positive behaviour management strategies to promote the welfare and enjoyment of children attending our Squad. Working in partnership with parents, we aim to manage behaviour using clear, consistent and positive strategies. Our rules are discussed in our welcome meetings every day.

#### **Whilst attending Biggin Hill Holiday Squad , we expect children to:**

- Use socially acceptable behaviour
- Comply with the Squad rules, which are agreed by the children attending; core rules include listening to one another, helping each other out and asking each other to play; by doing this we show kindness
- 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 at Biggin Hill Holiday Squad

#### **Encouraging positive behaviour Biggin Hill Holiday Squad**

At Biggin Hill Holiday Squad positive behaviour is encouraged by:

- Staff and volunteers acting as positive role models
- Older children acting as positive role models
- Praising appropriate behaviour
- Celebrating achievements verbally
- Informing parents about individual achievements
- Celebrating individuals' positive behaviour/achievements with a reward at the end of the day
- Offering a variety of play opportunities and resources to meet the needs of children attending Biggin Hill Holiday Squad

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. In agreement with the parents staff may seek to contact the child's school so strategies can be shared and used at the Holiday Squad. Staff are

trained in understanding behavioural difficulties for children with SEN issues eg autism or ADHD. However, as above, inappropriate behaviour cannot be tolerated if it puts themselves or other children or staff at risk of harm or takes supervision away from other children.

### **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 in order to have time away.
- Staff will explore with the child 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.
- Children will have the option to use a calm bag with an adult, this is introduced to children at the start of every day, this can be used as a strategy for managing a range of emotions.
- 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).

A risk assessment may be used to understand any risks the behaviour may present and how these can or cannot be managed. If after consultation with parents and the implementation of behaviour management strategies, a child continues to display inappropriate behaviour, Biggin Hill Holiday Squad may decide to exclude the child for a period of time or consider a shortened days to reintegrate the child back to the Holiday Squad. The reasons and processes involved will be clearly explained to the child and parents.

### **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 and parents 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.

Examples of discussions with children to resolve conflict and support negotiation:

- I feel...(child or adult describes their emotions)
- When....(child or adult explains the inappropriate behaviour)
- Because...(child or adult gives reasons why they don't like the behaviour and the emotions triggered)
- What I can do....(child or adult explains what they would like the other person to do instead)

This policy was adopted by: Biggin Hill Holiday Squad	Date: November 2024
Date to be reviewed: November 2025	Signed: Anna Stone

*Written in accordance with the Statutory Framework for the Early Years Foundation Stage (2014): Safeguarding and Welfare Requirements: Managing behaviour [3.52-3.53].*