

Behaviour Management Policy

1. Introduction

SAC recognises the importance of positive and effective behaviour management strategies in promoting children's welfare, learning and enjoyment.

The aims of our Behaviour Management policy are to help children to:

- Develop a sense of caring and respect for one another
- Build caring and co-operative relationships with other children and adults
- Develop a range of social skills and help them learn what constitutes acceptable behaviour
- Develop confidence, self-discipline and self-esteem in an atmosphere of mutual respect and encouragement

2. Behaviour Management Strategies

At SAC the Manager, and the staff will manage behaviour according to clear, consistent and positive strategies. Parents/carers are encouraged to contribute to these strategies, raising any concerns or suggestions. Behaviour management at SAC will be structured around the following principles:

- Positive behaviour will be reinforced with praise and encouragement
- Challenging behaviour will be addressed in a calm but assertive manner. In the first instance, staff will try to re-direct children's energies by offering them alternative and positive options. Staff will be open in stating and explaining non-negotiable issues
- When dealing with challenging behaviour, staff will always communicate in a clear, calm and positive manner. For those children who need support in order to behave in an appropriate manner, staff will investigate strategies and offer consistent care whilst at SAC
- Staff and parents/carers will make every effort to set a positive example to children by behaving in a friendly and tolerant manner themselves, promoting an atmosphere where children and adults respect and value one another
- Staff and parent/carers will avoid shouting at SAC
- Staff will facilitate regular and open discussions with children about their behaviour. This will help them understand the inappropriate aspects of their behaviour and enable them to have their say and be helped to think through the causes and effects of their actions
- Staff will work as a team by discussing incidents and resolving to act collectively and consistently
- Staff will try to discuss concerns confidentially with parents/carers at the earliest possible opportunity in an attempt to help identify the causes of inappropriate behaviour and share strategies for dealing with it
- Children who experience bullying, racism or other unacceptable behaviour will be given the confidence to speak out
- Staff will encourage and facilitate mediation between children to try to resolve conflicts by discussion and negotiation
- The play space will be well resourced and planned to meet the needs of the children and young people and therefore offering a variety of play

3. Dealing with Inappropriate Behaviour

When confronted with negative behaviour, staff will be clear about distinguishing between 'disengaged', 'disruptive' and 'unacceptable' behaviour.

- 'Disengaged' behaviour may indicate that a child is bored, unsettled or unhappy. With sensitive interventions, staff will often be able to re-engage a child in purposeful activity.
- 'Disruptive' behaviour describes a child whose behaviour prevents other children from enjoying themselves. Staff will collectively discuss incidents and agree on the best way to deal with them.
- 'Unacceptable' behaviour refers to non-negotiable actions and may include discriminatory remarks, violence, bullying or destruction of equipment. Staff will be clear that consequences will follow from such behaviour, including in the first instance, temporarily removing a child from the activity session. When an incidence of inappropriate behaviour occurs, staff will listen to the child or children concerned and hear their reasons for their actions. Staff will then explain to the child or children what was unacceptable about their behaviour and that such actions have consequences for both themselves and for other people.

Staff will make every attempt to ensure that children understand what is being said to them. Children will always be given the opportunity to make amends for their behaviour and, unless it is judged inappropriate, be able to rejoin the activity. Consideration will be given to the child or young person's individual needs. Every effort will be made to communicate in the most appropriate manner in order to assist in an improvement in behaviours. Children who need help in order to behave in an appropriate manner will be given support and consistent strategies to address the matter. Staff will seek appropriate training in order to reflect upon the triggers and effects for some children who find some aspects of the play environment stressful. In the event that unacceptable behaviour persists, more serious actions may have to be taken, in accordance with the **Suspensions and Exclusions policy**. At all times children will have explained to them the potential consequences of their actions. It is recognised that an incident of unacceptable behaviour is a stressful situation for staff and children alike. However, staff will be aware that there is also a need to be mindful of confidentiality and will only discuss such incidents on a 'need to know' basis. Where causes of incidents suggest possible abuse, child protection procedures will be followed.

4. The Use of Physical Interventions

Our provision at **SAC** is not designed for children who require physical intervention / restraint as part of their childcare, however where there is **reasonable grounds for believing that immediate action is necessary to prevent a child from significantly injuring themselves or others or to prevent serious damage to property staff may physically intervene.**

Before reaching this stage, staff will have used all possible non-physical actions, such as dialogue and diversion, to deal with the behaviour. The child or children concerned will be warned verbally that physical intervention will be used if they do not stop. A

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dialogue will be maintained with the child or children at all times, so that the member of staff can explain what they are doing and why they are doing it.

Only the minimum force necessary to prevent injury or damage should be applied. For example, by diverting a child or children, perhaps by leading the child away by a hand or by an arm around their shoulders. As soon as it is safe, the physical intervention should be gradually relaxed to allow the child or children to regain self control. The force of the physical intervention will be always appropriate to the age, size and strength of the child or children involved.

Where a member of staff has had to intervene physically to restrain a child, the Manager will be notified and parents will be contacted immediately to collect their child. (See our Suspensions and Exclusion policy)

The incident recorded on the **BOOKING SYSTEM**

The incident will be discussed with the parent/carer at the earliest possible opportunity.

If a staff member commits any act of violence or abuse towards a child at SAC, serious disciplinary action will be implemented, according to the provisions of the Staff Disciplinary Procedures policy.

Suspension and Exclusion

1. Introduction

Summer Adventure Camp Ltd (SAC) is committed to dealing with negative behaviour in a non-confrontational and constructive manner, in line with current practice and in a way familiar to pupils and parents. This policy draws heavily on guidance from 'Suspension and permanent exclusion from maintained schools, academies and pupil referral units in England, including pupil movement' https://assets.publishing.service.gov.uk/media/66be0d92c32366481ca4918a/Suspensions_and_permanent_exclusions_guidance.pdf

Wherever possible, disruptive or challenging behaviour will be tackled collectively between staff and children at SAC. Such procedures are outlined in the **Behaviour policy**. However, there are occasions when such strategies alone will not alter or prevent negative behaviour. In such cases, further action will be necessary, including reviewing a child's place at SAC, on either a temporary (Suspension) or permanent (Exclusion) basis.

Staff will endeavour to support all children to develop appropriate behaviours within the play environment. For those children who require extra support in order to behave in an appropriate manner, staff will work with parents and carers to establish a consistent, coordinated approach to developing successful strategies. Children will only be suspended or excluded as a last resort, when there is no alternative action that could be taken, or when it is felt that other children and/or staff are potentially at risk. Wherever possible, SAC will give parents/carers time to make alternative arrangements for childcare during a period of suspension. Persistent unacceptable behaviour from a child will result in the following:

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2. Formal Warning

Staff will explain to the child why their behaviour is unacceptable and the consequences of any further such incidents. Children will be encouraged to discuss their behaviour, to explain their actions, and helped to develop strategies to avoiding repeat incidents.

Details of all warnings, suspensions, and exclusions will be recorded and kept on the child's records. Each warning should be discussed with the child concerned and their parent/carer. All staff will be made aware of any warnings given to a child. As a last resort, SAC has the right to temporarily suspend or permanently exclude a child in the event of persistent and irresolvable unacceptable behaviour.

Records of this will be maintained.

3. Suspension

Only in the event of **an extremely serious or dangerous incident (this includes where staff have felt they need to physically need to intervene to safeguard children or property – see Behaviour Mangement Policy)** will a child be suspended from SAC with immediate effect. In such circumstances, the child's parent/carer will be contacted immediately and asked to collect their child, even if the child normally signs themselves out. Children will not be allowed to leave the premises until a parent/carer arrives to collect them. After an immediate suspension has taken place, the Manager will arrange a meeting with the child concerned and their parent/carers to discuss the incident and decide if it will be possible for them to return to the SAC. Suspensions and exclusions should be seen as consistent, fair and proportionate to the behaviour concerned. In setting such a sanction, consideration should be given to the child's age and maturity. Any other relevant information about the child and their situation should also be considered. If appropriate, help and advice will be sort from concerned professionals in order to plan for the child or young person's return. Every effort will be made in order to support all and strategies will be implemented to promote a positive outcome. This may include seeking funding. Staff should always keep parents/carers informed about behaviour management issues relating to their child and attempt to work with them to tackle the causes of disruptive or unacceptable behaviour.

No member of staff may impose a suspension from SAC without prior discussion with the Manager. Staff will consult the Manager as early as possible if they believe that a child's behaviour is in danger of warranting suspension or exclusion. When a suspension is over and before a child is allowed to return to the Club, there will be a discussion between staff, the child and their parent/carer, setting out of conditions of their return.

4. Records

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