PROMOTING POSITIVE BEHAVIOUR POLICY

At Kidsize Club Ltd. we pride ourselves on looking after each other and treating everyone as equal and as our friends.

Kidsize uses effective behaviour management strategies to promote the welfare and enjoyment of children attending the Club. We aim to encourage socially acceptable behaviour using clear, consistent and positive strategies.

Whilst at Kidsize we expect both children and adults to:
• Use socially acceptable behaviour
• Comply with the Kidsize policies and procedures
• Respect one another, accepting differences of race, gender, ability, age and religion
• Ask for assistance if needed

At Kidsize we encourage our "Kind Behaviours":

- Be helpful to others
- Cooperate with others
- Use "safe hands"
- Be a caring individual
- Work as a team
- Be honest
- Share
- Use kind words when speaking to others

We do not allow "Unkind Behaviours":

- Teasing
- Unsafe feet and hands
- Hurting others or yourself
- Saying "no"
- Bothering friends
- Using unkind words
- Yelling
- Not listening

The club will promote and actively encourage good behaviour by leading by example and by staff respecting each other and the children. It is believed that by adopting a culture of sharing and caring, engaging rules of action and consequence and by the adults leading by example, any incidents of bullying, name calling, or aggression will be minimised. By establishing clear boundaries according to the child's level of understanding, children become aware of routines and settings and know what is expected of them. One child's behaviour must not be allowed to endanger the other children in the group by absorbing or distracting the supervising staff. Parents are expected to provide suitable detail in terms of behavioural traits of their children when registering their child or when there is a significant change.

Children will be made aware of the effects of their behaviour on others and methods of discussion and distraction shall be used when confronting behaviour issues. No undue stress shall be placed on the child in terms of humiliation, segregation or any form of physical

punishment. Incident sheets will be used to record any incident where handling or physical intervention is needed. Sheets will be kept on file and copies made available to parents.

If a child's behaviour is concerning Kidsize staff, the following steps will be taken:

- The child will be given three verbal warnings, following our behaviour strategy and explanation about why their behaviour is unacceptable
- If this does not resolve the matter then the parent will be informed
- A record of the incident will be kept. This will be shared and discussed with parents.
- If the unacceptable behaviour continues at Kidsize the staff will monitor and record the incidents and keep the parents informed. The parents and child will be called in for a meeting with the Kidsize staff to create a care plan.
- In the unlikely event that the behaviour does not improve Kidsize reserve the right to exclude the child from the club on a temporary or permanent basis.
- Abuse, both verbal and/or physical, against a member of staff or another child will not be tolerated and may lead to immediate exclusion.

Kidsize staff will also use restorative practice to tackle challenging behaviours.

What is Restorative Practice?

Restorative practice is a set of principles and practice that encourages children to take responsibility for their behaviour by thinking through the causes and consequences. If a child has normally done wrong the tendency is for an adult to tell the child what they have done wrong, this can lead to 'thinking time'. The problem with this system is that children don't learn about the responsibility

they had in that situation and how it affected other people, because an adult has intervened and told them what they've done wrong. Restorative practice, on the other hand, involves helping the child think through their behaviour, its consequences and what they can do to make it better. The 'unique selling point' of a restorative approach is that it offers childcare settings an alternative way of thinking about addressing discipline and behavioural issues and offers a consistent framework for responding to these issues. The table below compares different ways of thinking and responding in

authoritarian and restorative models of discipline.

Authoritarian Approaches The focus is on:	Restorative Approaches The focus is on:
Rule-breaking	Harm done to individuals
Blame or guilt	Responsibility and problem-solving
Adversarial processes	Dialogue and negotiation
Punishment to deter	Repair, apology and reparation
Impersonal processes	Interpersonal processes
And as an end result	
The needs of those affected are often ignored	The needs of those affected are addressed
The unmet needs behind the behaviour are ignored	The unmet needs behind the behaviour are addressed
Accountability = being punished	Accountability = putting things right

If at any time a child's behaviour is extremely anti-social then temporary or permanent exclusion may be implemented immediately.

If a child's behaviour consistently affects the good feeling within club, Kidsize may exclude this child. Kidsize will make sure that staff will receive training, if required, in respect of basic behavioural management and how to control situations to ensure the safety of the children. Refer to the Suspension and Exclusion Policy.

Staff are not permitted to lift, hold or use any form of restraint on a child unless the child is in extreme danger. If a form of restraint is used staff must record this and share it with the family and relevant others.

As stated in Scottish Statutory Instrument 2011 No 210 – Social Care and Social Work Improvement Scotland (Requirements for Care Services) Regulations 2011, Regulation 4)1)c) "A provider must ensure that no service user is subject to restraint, unless it is the only practicable means of securing the welfare and safety of that or any other service user and there are exceptional circumstances."

Updated: 14/07/2020 **By:** Jenna Millar

Reviewed: **By:**