



Promoting Positive Behaviour Policy

At the Club we believe that children flourish best when they feel safe and secure and have their needs met by supportive coaches who act as good role models, show them respect and value their individual personalities. Children are supported through co-regulation, where adults and children work together towards a common purpose, including finding ways to resolve upsets from stress in any domain and return to balance leading onto a path to self-regulation. The Club actively promotes British values and encourages and praises positive, caring and polite behaviour at all times and provides an environment where children learn to respect themselves, other people and their surroundings.

We support children to develop their personal, social and emotional development. This involves helping children to understand their own feelings and others and beginning to regulate their behaviour. We support children to do this through working together with parents, having consistent approaches, structure, routine and age/stage appropriate boundaries appropriate to the emotional development of the child. We help build confidence and self-esteem by valuing all children and giving lots of praise and encouragement.

To promote positive behaviour is to be proactive, rather than re-active. Our aim is to support children in learning to control their actions and reactions appropriately. Self-regulation is not taught by giving rewards or punishment, where all the control is given to the adult.

To support positive behaviour in our Club we aim to:

- Recognise the individuality of all our children
- Provide a warm, responsive relationship where children feel respected, comforted and supported in times of stress, and confident that they are cared for at all times
- Understand that certain behaviours are a normal part of some young children's development, e.g. biting
- Coaches will remain calm; they will observe, reflect and try to understand why certain behaviour has occurred. They will be consistent and give specific praise, will have realistic expectations and sensitive to individual needs and development stage.
- Encourage self-regulation, consideration for each other, our surroundings and property

- Encourage children to participate in a wide range of activities to enable them to develop their social skills
- Ensure that all coaches act as positive role models for children
- Encourage parents, carers and other visitors to be positive role models
- Work in partnership with parents by communicating openly
- Praise children and acknowledge their positive actions and attitudes, therefore ensuring that children see that we value and respect them
- Encourage all coaches working with children to accept their responsibility for implementing the goals in this policy and to be consistent
- Promote non-violence and encourage children to deal with conflict peacefully

Our Club rules are concerned with safety, care and respect for each other.

Children who are displaying distressed and/or behaviour which challenges, for example, by physically or verbally abusing another child or adult, are helped to talk through their feelings and actions through co-regulation before thinking about the situation and apologising if appropriate. We make sure that the child who has been upset is comforted. We always acknowledge when a child is feeling angry or upset and that it is the behaviour that is not acceptable, not the child or their feelings.

Club staff will use the following steps to help resolve conflict;

1. Approach quickly and calmly stopping any hurtful behaviour
2. Acknowledge feelings
3. Gather information
4. Restate the problem
5. Ask for ideas for solutions and choose one together
6. Give follow up support.

Our promoting positive behaviour procedure is:

- We support all children to develop positive behaviour, and we make every effort to provide for their individual needs
- We do not single out children or humiliate them in any way. Where children are displaying behaviour which challenges discussions with children will take place as to why their behaviour was not acceptable, respecting their level of understanding and maturity
- Coaches will not raise their voices (other than to keep children safe)
- In any case of behaviour which challenges, we always make it clear to the child or children in question, that it is the behaviour and not the child that is unwelcome
- We help coaches to reflect on their own responses towards behaviours that challenge to ensure that their reactions are appropriate
- We inform parents if their child's behaviour is unkind to others or if their child has been upset. In all cases we deal with behaviour that challenges in the Club at the time. We may ask parents to meet with staff to discuss their child's behaviour, so that if there are any difficulties, we can work

together to ensure consistency between their home and the Club. We support children in developing non-aggressive strategies to enable them to express their feelings and emotions

- We keep confidential records on any behaviour that challenges that has taken place.
- On-going incidents of unacceptable behaviour cannot be allowed to continue and a meeting between the Head Coach and parent will be held to discuss appropriate next steps. In extreme circumstances the decision to remove a child on a temporary or a permanent basis may be taken.

At our Club, coaches follow the procedure below to enable them to deal with behaviour that challenges:

- Coaches are encouraged to ensure that all children feel safe, happy and secure
- We will ensure that this policy is available for staff and parents.
- If any parent has a concern about their child, a member of staff will be available to discuss those concerns. Working together can ensure our children feel confident and secure in their environment, both at home and in the Club. All concerns will be treated in the strictest confidence.

Anti-bullying

We encourage children to recognise that bullying, fighting, hurting and discriminatory comments are not acceptable behaviour. We want children to recognise that certain actions are right and that others are wrong.

Bullying takes many forms. It can be physical, verbal or emotional, but it is always a repeated behaviour that makes other people feel uncomfortable or threatened. We acknowledge that any form of bullying is unacceptable and will be dealt with immediately while recognising that physical aggression is part of children's development in their early years. Staff will intervene when they think a child is being bullied, however mild or harmless it may seem and sensitively discuss any instance of bullying with the parents of all involved to look for a consistent resolution to the behaviour.

By promoting positive behaviour, valuing co-operation and a caring attitude, we hope to ensure that children will develop a positive sense of self, have confidence in their own abilities, make good friendships, co-operate and resolve conflicts peaceably.