



Behaviour Management Policy

At Miley & Johnson Active Kids Club we believe that all children should be able to enjoy and mutually respectful and enjoyable atmosphere, where encouragement and positivity are paramount. All camps will have clear boundaries set by staff who are highly trained and experienced working with children. Any unwanted behaviour will be responded to in a caring and appropriate manner in relation to the child's age and understanding. Staff caring for children at camp are able to manage a multitude of behavioural challenges, in a way that promotes wellbeing, care and development. For an environment such as this to be established staff will ensure that all children are fully aware of what is considered acceptable behaviour and what is not. All children and staff will be encouraged to report any incident a child or member of staff experiences without fear of any repercussions.

GROUND RULES

Staff will set the ground rules from the start of every camp. A discussion will be held on day one encouraging engagement from children. All rules will be clearly explained to children, so a full understanding is gained through gentle and positive questioning. All rules will be applied in a consistent and fair manner. Staff at Miley & Johnson will always listen attentively to what children have to say and show care and empathy when providing reminders about expectations. Staff will however continue to encourage positive behaviour and challenge unwanted behaviour to ensure children are reminded of what is acceptable.

STAFF RESPONSIBILITIES

- Staff should help children learn about what is right and wrong.
- Staff will present in a positive and enthusiastic manner, encouraging the same from children.
- Staff will provide frequent praise and encourage students to be kind to others.
- Kindness, good manners and respectful behaviour will be displayed and promoted by all staff.
- All children must be treated as individuals, but staff are expected to adopt a consistent approach with regard to managing inappropriate behaviour.
- Health & Safety rules must be applied, as the children's safety is paramount (see Health and Safety policy)
- Violence and bad language will not be tolerated
- A positive attitude should be shown to ALL individuals – children and staff.
- Any form of abuse will not be tolerated and will be challenged by staff.
- Positive behaviour, attitudes and achievement will be praised. Inappropriate and unwanted behaviour will be challenged.

CHILDREN'S RESPONSIBILITIES

Children and staff must respect all children on camp, treating them as they would wish to be treated.

- Swearing, abusive and hurtful language is not acceptable



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- Aggressive behaviour or violence cannot be tolerated.
- Respect for all personal property and the venue facilities.
- Children to respect all staff and follow instructions given by the team.
- One child's behaviour will not be allowed to endanger the other children by absorbing or distracting the supervising staff.

PARENT RESPONSIBILITIES • Parents MUST inform staff both verbally and during the booking process of any potential behavioural issues or challenges their child may present during camp. Information is key to allow us to safely care for each child.

- We expect parents to support staff in their pursuit of good behaviour of all children while on camp.

PROCEDURE FOR DEALING WITH UNACCEPTABLE BEHAVIOUR

Unacceptable behaviour consists of any form of derogatory comments made to another individual, whether that be racial, bullying or swearing. If comments are made staff will respond in the following way:

1. A positive conversation will be had immediately to understand the cause of the comment and an explanation as to why the comment was unacceptable.
2. With a continuation of unacceptable behaviour, the child will be withdrawn from the current activity and another explanatory discussion will take place. If the behaviour continues then the child will miss playtime and the camp director will be informed, resulting in the child spending lunch time with a member of staff.
3. A child may be taken to a different area to allow them to calm down. No physical intervention will take place unless there is a risk of personal injury to any individual or serious damage to property. All incidents will be recorded, and parents/carers will be informed on collection.
4. If any member of staff witnesses any worrying behaviour from a child, parents will be informed. Miley & Johnson staff will work with parents/carers to encourage positive behaviour.
5. If a child's behaviour does not improve, parents/carers will be contacted to inform them that if the child's behaviour does not improve the following day the child will be asked to leave.

Bullying

All children will be fully aware that bullying of any kind will not be tolerated. If any child thinks they are being bullied, they will be encouraged to report this to a member of staff. Once staff have been informed of or observed any form of bullying, they will report the incident to the camp director. The camp director will then discuss the issue with the child and the member of staff they reported to. The camp director will investigate the legitimacy of the complaint and if they believe it to be accurate, they will discuss the matter with the child who is being accused. Staff are very experienced and will deal with any matter of potential bullying with care, empathy and compassion. Although there may be reasons for bullying occurring, staff will make it clear that this type of behaviour is not acceptable and will not be tolerated. Camp directors will take all information into account and make an appropriate decision which best suits the individuals involved. If any incidence of serious bullying the camp directors will consider the removal of the bully from camp.