

Managing Aggression and Challenging Behaviour

In Holy Trinity After School Club we recognise the importance of positive and effective behaviour management strategies in promoting children's welfare, play and enjoyment. We aim to help children to develop a sense of care and respect for one another by building caring and co-operative relationships. We help and encourage children to develop a range of social skills and help them learn what constitutes acceptable behaviour. We help children to develop confidence, self-discipline and self-esteem in an atmosphere of mutual respect and encouragement.

We require all staff, volunteers and students to provide a positive model of behaviour by treating children, parents/carers and one another with friendliness, care and courtesy. We familiarise new staff, volunteers and parents/carers with our behaviour management policy and its guidelines for behaviour management strategies. The Club, 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.

When children behave in an aggressive or challenging manner:

- Physical punishment such as smacking or shaking will never be used or threatened.
- Children will never be singled out or humiliated in any way.
- Staff within the setting will re-direct the children towards alternative activities.
- Discussions with children will take place respecting their level of understanding and maturity.
- Staff will not raise their voices in a threatening way.
- In any case of misbehaviour, it will always be made clear to the child or children in question, that it is the behaviour and not the child that is unwelcome.

How a particular type of behaviour is handled will depend on the child's age, level of development and the circumstances surrounding the behaviour. It may involve the child being asked to 'take a break' and think about what he/she has done. It may also include the child apologising for their actions.

Parents/carers will be informed if their child is unkind to others or if their child has been upset. In all cases inappropriate behaviour will be dealt with in the setting at the time.

Parents/carers may be asked 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 setting. In some cases, we may request additional advice and support from other professionals, such as an early year's adviser or educational psychologist.

Children need to develop non-aggressive strategies to manage their feelings. They need to be given opportunities to release their feelings more creatively.

By positively promoting good behaviour, valuing co-operation and a caring attitude we hope to ensure that children will develop as responsible members of society.

Confidential records will be kept on any negative behaviour that has taken place.

Parents/carers will be informed and asked to read and sign any entries concerning their child.

If a child requires help to develop positive behaviour, every effort will be made to provide for their needs. Through partnership with parents and formal observations, staff will make every effort to identify any behavioural concerns and the causes of that behaviour. From these observations and discussions an individual behaviour modification plan will be implemented.

In the event where a child's behaviour involves aggressive actions towards other children and staff, for example hitting, kicking etc. the manager will complete risk assessments identifying any potential triggers or warning signs ensuring other children and staff safety at all times.

Children will be distracted from the negative situation and supported in a different activity or invited to 'take a break' if necessary for their own well-being and that of others in the group. When dealing with negative behaviour, staff will always communicate in a clear, calm and positive manner at a level appropriate to age and stage of development.

Staff will encourage and facilitate mediation between children appropriate to their age and stage of development to try to resolve conflicts by discussion and negotiation.