

Springboard Opportunity Group

Behaviour Management Policy

We believe that children and adults flourish best in an ordered environment in which everyone knows what is expected of them and children are free to develop their play and learning without fear of being hurt or hindered by anyone else.

We aim to work towards a situation in which children can develop self-discipline and self-esteem in an atmosphere of mutual respect and encouragement. We ensure that behavioural expectations of children are not higher than is actually developmentally appropriate, and are consistent with their level of understanding.

We acknowledge that some behaviour may arise from a child's additional needs.

In order to achieve this:

1. All members of the group i.e. staff, volunteers, parents/carers and children will be included in discussion of expectations of behaviour and appropriate intervention and strategies.
2. All adults in the group will ensure that the expectations are applied consistently, so that children have the security of knowing what to expect and are supported to learn how to behave appropriately.
3. All adults will provide a positive model for the children with regard to friendliness, care and respect.
4. All adults in the group will praise and endorse desirable behaviour and take positive steps to avoid situations in which children receive adult attention only in return for undesirable behaviour.
5. Objective observation records will be used to establish and understand the cause of undesirable behaviour. Any child needing specific strategies to improve their behaviour will have a written behaviour management or traffic light system programme devised between staff and parents. This will be kept under review.
6. When children behave in undesirable ways:
 - The basic principles of the conflict resolution approach will be used
 - In any case of undesirable behaviour, 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
 - A period of 'quiet time' with an adult may be used, and the child may be held to ensure the safety of themselves and others
 - Physical punishment will never be used or threatened
 - Children will never be sent out of the room by themselves
 - Techniques intended to single out and humiliate individual children will not be used
 - Adults will not shout, or raise their voices in a threatening way

Handling and Holding Children at Springboard

Young children can be quick and unpredictable, with little awareness of danger. They are still learning to self-regulate their behaviour and emotions.

We may hold children firmly:

- To stop them doing something dangerous
- To keep them safe
- To stop them hurting themselves, another child or an adult
- To stop them damaging items e.g. equipment
- In an emergency

We may hold children gently:

- To help them sit, move or use equipment safely
- To lift them e.g. onto the trampoline
- To deal with their personal care
- To encourage them to experience an activity, perhaps by taking them by the hand
- To encourage participation at group times
- To comfort or reassure
- We may on occasion use straps or reins, as appropriate, to secure a child in specialist seating or equipment with signed parental permission

When a child needs to be held we will always try to explain why, but sometimes we may need to intervene quickly and without warning.

This policy was adopted at a meeting of Springboard Opportunity Group's Board of Trustees	
Held on:	23.4.19
Signed on behalf of the Trustees:	
Name of signatory:	Louise Petersen
Role of signatory:	Chair
Date to be reviewed:	Spring 2022