

Behaviour Management - Policy & Practice

Children and young people flourish best in an environment in which everyone knows what is expected of them. Children are free to play without fear of being hurt or hindered by anyone else. We aim to work towards giving children an environment where they can develop self-discipline and self esteem in an atmosphere of mutual respect and encouragement.

In order to achieve this:

- Everyone in Bracknell Forest Council (BFC) will provide a positive role model for all the children with regard to friendliness, care and courtesy.
- Any behaviour problems will be handled in a developmentally appropriate fashion, respecting children's individual levels of understanding and maturity.
- We will take positive steps to avoid a situation in which children receive adult attention only in return for undesirable behaviour.
- The children and young people attending our sessions will be encouraged to challenge bullying behaviour appropriately.
- Rules governing the conduct of the Rangers and the behaviour of the children and young people will be discussed and agreed at the beginning of a session and explained to all newcomers including children, parents/ carers and staff.
- All Rangers in BFC will ensure that they are consistent with the rules so that children have the security of knowing what to expect and what is expected of them.
- Rangers are aware that some kinds of behaviour may arise from a child's special needs. Where possible these needs will be discussed with an accompanying parent/ carer
- Within BFC the staff are aware of, and respect, a range of cultural expectations regarding interactions between people.

When children behave in an unacceptable way:

- They will be reminded of the ground rules that were set at the beginning of the session and be supported to see why their behaviour or reaction was wrong, and how they could have coped more appropriately.
- In any case of misbehaviour, it will always be made clear to the child or children in question that it is the behaviour, not the child that is unwelcome.
- In cases of serious misbehaviour, such as racial or any other abuse or bullying, the unacceptability of this kind of behaviour will be made clear immediately, but will be done by means of explanation not personal blame.
- If the Rangers are unable to control specific behaviour or if weapons are present the police will be called and the session will be brought to a close.
- Smacking, shaking or any physical punishment will not be used or threatened.
- Adults will not shout, or raise their voices in a threatening manner.
- Physical restraint, such as holding, will be used only to prevent a physical injury to the children or adults and/or serious damage to the property. Any event of this sort would be recorded on an incident form and the parents informed the same day.
- Techniques to single out or humiliate children will not be used.

When unacceptable behaviour is persistent

- Using objective observation records, recurring problems will be tackled by the Rangers.
- Parents will be asked for support.

It is the aim of BFC to ensure that children remain engaged in a session, however if the lead Ranger deems that the persistent challenging behaviour is detrimental to the child's growth or the welfare and safety of other children and staff in attendance, the following course of action will follow:

1. A first verbal warning of exclusion from the session will be given to the child.
2. If there is no improvement a final verbal warning of exclusion from the session will be given to the child,
3. If the problem continues then the child will be asked to leave the session, having been given a clear explanation as to why this has been necessary. It will be made clear that the child is free to return to future sessions. The lead Ranger will keep a written account of the incident.
4. If the child refuses to leave the session the Rangers will consider bringing the session to a close.
5. When unacceptable behaviour is persistent over more than one session the Rangers or a member of the BFC Play team will contact the child's parent/ carer.

