



## **WASPS Behaviour Policy**

### **Purpose**

This Behaviour Policy is designed to ensure that all children, staff, and parents understand the expectations for behaviour in the after school club. It aims to create a safe, respectful, and enjoyable environment for everyone.

### **Our Core Values**

**Respect:** Treat others the way you want to be treated.

**Responsibility:** Take responsibility for your actions and belongings.

**Kindness:** Be kind and considerate to others.

**Safety:** Act in ways that ensure the safety of yourself and those around you.

We believe that children and adults flourish best in a well organised environment where everyone knows what is expected of them and children are free to develop their play and friendships. We aim to provide an environment in which children can develop self-discipline and self-esteem in an atmosphere of mutual respect and encouragement.

Working in partnership with parents/carers, we aim to manage behaviour using clear, consistent and positive strategies. The WASPS rules are discussed regularly with the children attending and are displayed around the premises. We give due regard to the *Equalities Act 2010* and have adopted the HCIS Equality Policy.

The Play Manager and all permanent Playworkers are responsible for the children's' conduct and their own.

### **Expected Behaviours**

#### ***For Children:***

- Use socially acceptable behaviour.
- Follow instructions from staff promptly.
- Use kind words and actions towards peers and adults.
- Children to respect one another, accepting differences of race, gender, ability, age and religion.
- Keep hands, feet, and personal items to yourself.
- Respect for property and equipment and to bring nothing into the premises that could be harmful to themselves or others.
- Stay within designated areas unless given permission to leave.



### ***For Staff:***

- Model positive behaviour at all times.
- Treat children and colleagues with respect and fairness.
- Provide clear instructions and set consistent boundaries.
- Encourage positive behaviour with praise and rewards.
- Address inappropriate behaviour calmly and constructively.

### ***For Parents/Carers:***

- Support the club's rules and reinforce them with your child.
- Communicate respectfully with staff and other parents.
- Inform staff of any concerns or issues affecting your child's behaviour.
- Collect your child promptly at the end of the session.

## **Promoting Positive Behaviour**

At WASPS positive behaviour is encouraged by:

- Staff acting as positive role models.
- Using praise to celebrate good behaviour.
- Encouraging independence by offering 'buddy' and 'helper' roles to children.
- Offering engaging and inclusive activities to prevent boredom or frustration.
- Encouraging teamwork and cooperation through group activities.
- Offering 'calm' spaces for children who are showing signs of dysregulation.

## **Unacceptable Behaviours**

The following behaviours are not tolerated:

- Bullying, teasing, or exclusion of others.
- Physical aggression or violence.
- Swearing or inappropriate language.
- Deliberate damage to property or equipment.
- Disrespect towards staff or peers.
- Attempting to abscond from the premises.

## **Consequences of Inappropriate Behaviour**

We recognise that poor behaviour can occur from time to time for reasons that are not always evident, or because of additional needs it is inevitable that as children develop and learn, there are times when they need support and guidance to understand that their behaviour is not acceptable.



We try to be flexible to accommodate such cases and will always work with parents to ensure we are supporting their children.

However, if your child is violent, or if their behaviour poses an immediate danger to themselves or others, we will require you to collect them from WASPS immediately.

In exceptional circumstances, and only when all other attempts of behaviour management have failed, we reserve the right to permanently exclude a child from WASPS.

### **The Red and Yellow Card System**

In cases of persistent or serious inappropriate behaviour the Play Manager will discuss the incident with the child, record the details and issue a yellow card. Parents/carers will be spoken to by the Play Manager at the end of the day when a yellow card has been issued. The parent/carer will also receive notification of the yellow card in writing.

The yellow card is a formal warning that any further unacceptable behaviour will result in a red card being issued. At the time a red card is issued the parent/carer is contacted and informed of details of the child's unacceptable behaviour. The parent/carer will be asked to make arrangements for their child to be collected as soon as possible and the child may be permanently excluded from WASPS.

### **Behaviour management procedures**

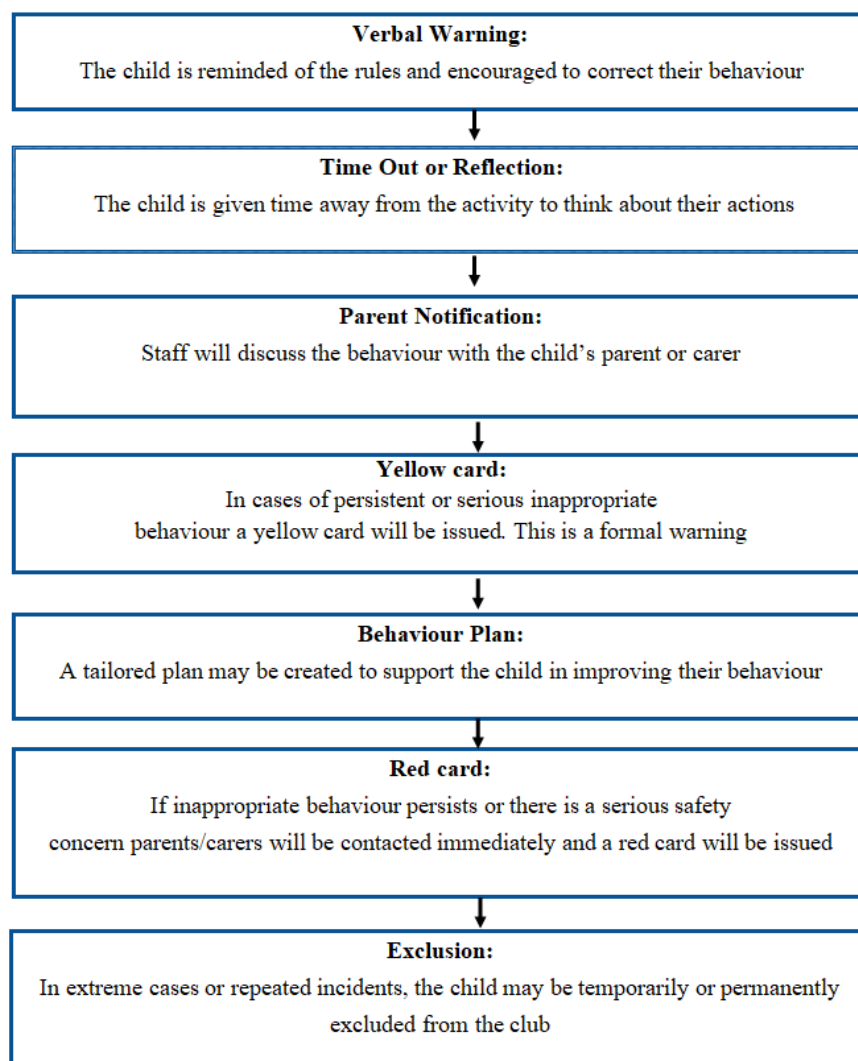
- Children will be spoken to in a manner that does not single them out or humiliate them. It will always be made clear that it is the behaviour that is unwelcome and not the child.
- Staff will discuss with the child why the behaviour displayed is deemed inappropriate.
- Staff will give the child an opportunity to explain their behaviour, to help prevent a recurrence.
- Staff, where appropriate, may allow "time-out" in a supervised situation. All situations will be dealt with in an appropriate manner respecting the child's level of understanding and maturity.
- Staff will encourage and facilitate mediation between children to try to resolve conflicts through discussion and negotiation.
- If the inappropriate behaviour appears to be as a result of boredom, staff will consult with the child to find activities that more fully engage them.
- All staff will be aware that some kinds of behaviour may arise from the child's additional needs and cultural expectations. These will be taken into account.
- However, if this behaviour persists or becomes more severe, the child's action will be recorded and may result in the child being sent home for the rest of the session.
- Staff may use the red and yellow card system in case of persistent inappropriate behaviour.



- The Play Manager may exclude a child at any time during a session in extreme circumstances. The decision will be made in the interests of the safety of the other adults and children at the setting.
- We aim to work in partnership with parents/carers to formulate and agree clear strategies for dealing with persistent inappropriate behaviour and establish an understanding of the cause and ways of working with the child to ensure that their behaviour is praised and acceptable.
- We will not threaten any punishment that could adversely affect a child's well-being (e.g. withdrawal of food or drink).

Challenging behaviour will be addressed in a calm, firm and positive manner and staff at the WASPS will always try to determine the cause or triggers of the inappropriate behaviour to prevent the situation from recurring.

### Behaviour management steps:





### **Physical intervention:**

Physical intervention will only be used as a last resort, when staff believe that action is necessary to prevent injury to the child or others, or to prevent significant damage to equipment or property. If a member of staff has to physically restrain a child, the Headteacher will be notified and an incident record will be completed. The incident will be discussed with the parent/carer as soon as possible.

If staff are not confident about their ability to contain a situation, they should call the Play Manager or in extreme cases, the police.

All serious incidents will be recorded on an Incident record and kept in the child's file. This may be used to build a pattern of behaviour, which may indicate an underlying cause.

### **Behaviour (adults)**

We will not tolerate from any person, whether a parent, carer or visitors: bullying; aggressive, confrontational or threatening behaviour; or behaviour intended to result in conflict. WASPS is a place of safety and security for the children who attend and the staff who work here. We reserve the right to ban anyone exhibiting inappropriate behaviour from our premises.

### **Monitoring and Review**

This policy will be reviewed annually to ensure it remains effective and up-to-date. Feedback from staff, children, and parents is welcomed to improve our approach to behaviour management.

Approved on: March 2025

Review date: March 2028