

Behaviour Policy

We believe that all who spend time at the Club, children, staff, parents and others have the right to be respected and safe, both physically and emotionally. The Code of Conduct is designed to protect these rights and to promote tolerance and understanding.

The Code of Conduct applies equally to all staff and children, providing expectations and boundaries for young people who attend The Study Zone. This meets their need for security; they are clear what is expected of them and others.

The Code of Conduct

At Firm Foundations for Children and Adolescents CIC we have a responsibility to

- Follow instructions
- Show each other respect
- Act in a safe and responsible manner
- Avoid hurting each other by what we say and do
- Allow each other to study without distraction
- Respect other people's property

All staff are trained to promote and reinforce positive behaviour and prevent inappropriate behaviour.

Staff will promote the Code of Conduct by

Acting as positive role models, and behaving in a friendly and tolerant manner to promote an atmosphere where children and adults respect and value one another.

Providing opportunities to

- Explain and discuss the Code and what it means
- Rehearse appropriate behaviour

Consistently

- Noticing when young people follow the code
- Rewarding positive behaviour
- Responding when young people do not follow the Code
- Apply consequences for behaviour which goes against the code
- Treating negative behaviour in a calm, assertive and clear manner, whilst remaining open in stating and explaining any non-negotiable issues.

Rewards can include

- Praise
- Public acknowledgement
- Extra attention from an adult
- Choosing a favourite activity
- A written record made of positive behaviour
- Telling a parent
- A token to contribute towards a group reward.

Children will be asked which rewards they value most.

At all times, children shall be made aware of the potential consequences of their actions, these can include

- Adult disapproval
- Being moved away from friends for a period of time
- Being the last to choose from the activities for that evening
- A written record made of inappropriate behaviour in the incident file.
- Telling a parent
- Parents/guardians may be contacted to collect their children.
- Withdrawal of registration at The Study Zone.

It is the certainty of a consequence that gives it strength not the severity.

It is important that staff work as a team regarding behaviour; discussing incidents and acting collectively and consistently. Any concerns should also be discussed with parents in an attempt to uncover the reasons behind negative behaviour and share the strategies to deal with it.

Consequences will be appropriately matched to the misdemeanor and chosen to allow the child to make amends.

Fights and Arguments

- If fights or arguments occur mediation techniques will be used to help the children resolve their differences.

- Consequences will follow a fight for those involved.
- Children are discouraged from hitting back, if they have a concern they should report it to staff. Staff will make a record of their concern and it will be dealt with at the earliest opportunity.
- In no incidences is physical restraint on the part of the staff member acceptable, if it is ever believed this may become necessary for a particular child the Director must be consulted so an individual physical restraint plan can be written and agreed with the child's parents/carers.

The Behaviour Policy shall be reviewed annually. It may be necessary for further reviews if the policy is ever brought into question either by an individual or a particular incident.