

# Primary Influence UK Ltd (PIUK) – Behaviour Management

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Primary Influence UK Ltd uses effective behaviour management strategies to promote the welfare and enjoyment of children attending our clubs. Working in partnership with parents, we aim to manage behaviour using clear, consistent, and positive strategies. The Club rules are clearly displayed at every session and are discussed regularly.

## Expectations

Whilst at Primary Influence UK Ltd Clubs we expect children to:

- Use socially acceptable behaviour
- Comply with the Club rules, which are compiled by the children attending the club
- Respect one another, accepting differences of race, gender, ability, age and religion
- Develop their independence by maintaining self-discipline
- Choose and participate in a variety of activities
- Ask for help if needed
- Enjoy their time at the Club

## Encouraging positive behaviour

At Primary Influence UK Ltd Clubs positive behaviour is encouraged by:

- Staff acting as positive role models
- Praising appropriate behaviour
- Sticker rewards
- Informing parents about individual achievements
- Offering a variety of play opportunities to meet the needs of children attending the Club.

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. Staff at the Club will try to determine the cause or triggers of the inappropriate behaviour to prevent the situation from recurring.

## Dealing with negative behaviour

All staff are required to address negative behaviour in a calm, firm, and positive manner and will distinguish between disengaged, disruptive, and unacceptable behaviour.

- Disengaged behaviour tends to be as a result of boredom and staff will consult with the child to find activities that more fully engage them.
- Disruptive behaviour prevents other children from enjoying themselves, in this case the child will be given an opportunity to explain their behaviour, to help prevent a recurrence.
- Unacceptable behaviour refers to actions such as bullying, discriminatory remarks, violence, or destruction of equipment. In the first instance, the child will be temporarily removed from the activity and staff will discuss why the behaviour displayed is deemed inappropriate

Staff will also take further steps to:

- Encourage and facilitate mediation between children to try to resolve conflicts through discussion and negotiation.
- Consult with parents to formulate clear strategies for dealing with persistent inappropriate behaviour.
- We will not threaten any punishment that could adversely affect a child's well-being (eg withdrawal of food or drink).

If after consultation with parents and the implementation of behaviour management strategies, a child continues to display inappropriate behaviour, the Club may decide to exclude the child in accordance with our Suspensions and Exclusions policy. The reasons and processes involved will be clearly explained to the child.

## Physical intervention

Physical intervention, or the threat of it, will **never** be used as a punishment and only as a last resort when all other non-physical actions have been used and the staff member believes that action is necessary to prevent injury to the child or others, or to prevent significant damage to equipment or property. Only the minimum force necessary will be used to prevent injury or damage and will be judged based on age, size, and strength of the child or children involved.

If a member of staff must physically restrain a child, the manager will be notified, and an Incident record will be completed. The incident will be discussed with the parent or carer as soon as possible. If staff are not confident about their ability to contain a situation, they should call the 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. If a pattern of incidents indicates possible abuse, we will implement child protection procedures in accordance with our Safeguarding policy.

If, in the unlikely event, a staff member commits an act of violence or abuse towards a child, disciplinary action will be implemented immediately.

## Corporal punishment

Corporal punishment or the threat of corporal punishment will **never** be used at a Club. We will take all reasonable steps to ensure that no child who attends our Clubs receives corporal punishment from any person who cares for or is in regular contact with the child, or from any other person on our premises.

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