Behaviour Management Policy

STAY WILD Holiday Club

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1. Policy Statement

At STAY WILD Holiday Club, we are committed to providing a safe, inclusive, and nurturing outdoor learning environment where all children feel valued, respected, and able to thrive.

Our approach to behaviour management is rooted in positive relationships, clear expectations, and consistent practice. We actively promote the development of self-regulation, resilience, and respect for others, supporting children to become confident, responsible individuals.

This policy reflects the expectations of Ofsted, promotes British Values, and aligns with the ethos and safeguarding principles of The Scout Association, including respect, care, cooperation, and responsibility within an outdoor education setting.

2. Aims of this policy

We aim to:

- Create a culture of mutual respect, inclusion, and cooperation.
- Promote British Values, including democracy (listening to children's voices), the rule of law (clear and fair boundaries), individual liberty, and mutual respect and tolerance.
- Encourage children to develop self-discipline, empathy, and responsibility.
- Provide clear, consistent, and age-appropriate expectations.
- Ensure behaviour is managed in a way that supports learning, wellbeing, and safety.
- Work in partnership with children, families, and staff.

3. Our Approach to Positive Behaviour

We prioritise prevention through a supportive and engaging environment. Positive behaviour is encouraged through:

- Consistent praise, encouragement, and recognition of effort.
- Modelling respectful behaviour by all staff and volunteers.
- Providing structured routines and clear expectations.
- Offering choice and promoting independence, particularly in outdoor activities.
- Encouraging children's voice and participation in decision-making (supporting democracy).
- Supporting children to understand natural and logical consequences.
- Building strong, trusting relationships between staff and children.

Our approach is calm, restorative, and focused on teaching appropriate behaviours.

We do not use shouting, humiliation, or punitive measures.

4. Club Rules (Child-Friendly)

Our rules are simple, visible, and regularly reinforced:

- Be kind and respectful to everyone
- Listen and follow instructions
- Keep hands and feet safe
- Use equipment safely
- Look after our environment and each other

These rules reflect our outdoor ethos and shared responsibility for safety and wellbeing.

5. Managing Inappropriate Behaviour

When behaviour falls below expectations, staff respond in a calm, consistent, and proportionate manner, focusing on learning and restoration.

Step-by-step approach:

1. Clear reminder of expectations.
2. Verbal warning with opportunity to change behaviour.
3. Time and space to calm down and reflect (supervised and appropriate to age).
4. Restorative conversation to reflect on actions and repair relationships.
5. Supported reintegration into activities.

Children are always treated with dignity, and staff support them in making better choices.

6. Persistent or Serious Behaviour

Where behaviour is ongoing or poses a risk to others (e.g. aggression, bullying, unsafe conduct):

- Parents/carers will be informed promptly.
- Incidents will be recorded in line with safeguarding and reporting procedures.
- The Club Manager and/or Designated Safeguarding Lead (DSL) will be involved.
- Individual behaviour support strategies may be implemented.

Suspension or exclusion will only be considered as a last resort, where safety cannot be maintained, and in line with safeguarding responsibilities.

7. Prohibited Behaviour Management Strategies

In line with safeguarding guidance and Ofsted requirements, staff must never:

- Use physical punishment or threats.
- Use degrading, humiliating, or discriminatory language.
- Use physical restraint except to prevent immediate harm (reasonable force only).
- Isolate a child in an unsafe or locked space.
- Withhold basic needs (food, drink, toileting, or comfort).

8. Bullying and Harassment

STAY WILD operates a zero-tolerance approach to bullying, including verbal, physical, emotional, or online behaviour.

Staff will:

- Act immediately on concerns.
- Investigate fairly and sensitively.
- Support all children involved.
- Inform parents/carers.
- Record and monitor incidents.
- Take proactive steps to prevent recurrence.

This supports a culture of mutual respect and tolerance.

9. Supporting Children with Additional Needs

We recognise that behaviour may reflect underlying needs such as SEND, trauma, or communication difficulties.

We will:

- Work in partnership with parents/carers and, where appropriate, external professionals.
- Make reasonable adjustments to support inclusion.
- Provide staff with guidance and training where needed.
- Use individual strategies to support regulation and engagement.

10. Working with Parents and Carers

We believe strong partnerships with families are essential.

We will:

- Communicate openly and respectfully.
- Share concerns at an early stage.
- Involve parents/carers in planning supportive strategies.
- Maintain confidentiality and professionalism.

11. Staff Roles and Responsibilities

All staff and volunteers are expected to:

- Act as positive role models in line with the values of The Scout Association.
- Apply this policy consistently and fairly.
- Promote inclusion, respect, and safety.
- Use calm, clear communication.
- Record and report any concerns appropriately.

The Club Manager is responsible for:

- Monitoring behaviour and ensuring consistency.
- Supporting staff with behaviour strategies.
- Liaising with parents and external agencies where required.
- Ensuring compliance with safeguarding and inspection standards.

12. Policy Review

This policy will be reviewed annually or following any significant incident, or in response to updated guidance from Ofsted or The Scout Association.

Last Reviewed: April 2026
Next Review Due: April 2027
Approved by: Catherine Smith