



Behaviour Management Policy

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Policy Statement

Play Inclusion Project's Behaviour Management Policy is to respect each child as an individual, acknowledging and promoting their rights so that each child begins to develop an understanding of the needs and rights of others as well as themselves. It is important that we help to build the child's self-esteem in order that they have the confidence to communicate their feelings in a positive way.

Parents and staff working together within a clear framework of simple rules which are consistently enforced in a manner appropriate to the age and level of understanding of their child will ensure that we promote a positive environment with clear boundaries.

Our aims include:

- Providing children with positive role models.
- Praising children for positive behaviour and encouraging them to mirror their role models.
- Creating an environment where each child's self-esteem, self-respect and self-confidence can grow
Providing clear explanations as to why behaviour has been unacceptable in a way that each child can clearly comprehend (where appropriate)
- Encouraging children to deal with disputes with other children by helping them to voice their dislike for unacceptable behaviour towards them.
- Involving children in discussions (whenever possible) about acceptable and unacceptable behaviour and encouraged to express their feelings and think about the feelings of others.

Play Inclusion Project understands that children and young people with disabilities are likely to display behaviours that challenge. We recognise that behaviours that challenge, are those that are done to serve a purpose, such as communicating an unmet need or interacting with another person. Behaviour is considered challenging if it poses a risk or harm to the child or others.

Play Inclusion Project never uses negative statements such as 'naughty' and always puts the emphasis on the action rather than the child personally.

Behaviour Management

We would like everyone who attends our sessions to be happy, enjoy the activities on offer and have a good time. For everyone to do this, we need to have a behaviour policy and code of conduct in place for all of us (children, staff and volunteers) to act in an appropriate manner. All children and young people should be able to enjoy and participate in activities without fear of negative or aggressive behaviour from anybody.

Dos and don't for children and young people

All children/young people should:

- be supportive and kind to others
- be friendly
- listen to others
- be helpful
- have good manners
- treat everyone with respect
- take responsibility for your own behaviour
- talk to a member of the team about anything that worries or concerns you
- follow this code of behaviour and other rules (including the law)
- join in and have fun!

The following are examples of behaviour we would consider unacceptable behaviour:

- Fighting, violent or aggressive behaviour including hitting, kicking, punching, biting or spitting
- Abusive language including swearing at staff, other young people or members of the public
- Dangerous behaviour including running off, climbing and being in restricted areas
- Racist, homophobic and sexist language
- Disrespectful behaviour towards other people
- Deliberate damage to property
- Bullying
- Using your power, strength or authority to intimidate others
- Possession of and taking of drugs, alcohol or other illegal substances
- Use of weapons as a form of intimidation towards others
- Continually not following instructions

Responding to Unacceptable Behaviour

- Children and young people will not be singled out or humiliated in any way. Where children display unacceptable behaviours or behaviours that challenge, they will, wherever possible be removed from the situation and offered an alternative activity.
- Discussions with children will take place (where appropriate) as to why their behaviour was not acceptable, respecting their level of understanding and maturity.
- It will be made clear to the child that it is the behaviour and not the child that is unwelcome.
- We decide how to handle behaviour depending on the child's age, level of understanding, disability and the circumstances surrounding the behaviour. This may involve asking the child to talk and think about what he/she has done.
- All staff support children in developing empathy and children will only be asked to apologise if they have developed strong empathy skills and have a good understanding of why saying sorry is appropriate.
- We help staff to reflect on their own responses towards episodes of behaviours that challenge to ensure that their reactions are appropriate.
- We inform parents if their child's behaviour is unkind to others or if their child has been upset. In all cases we deal with inappropriate behaviour at the time. We may ask parents to meet with staff to discuss their child's behaviour, so that if there are any difficulties, we can work together to ensure consistency.
- In some cases, we may request additional advice and support from other professionals, such as teachers.
- We support children in developing non-aggressive strategies to enable them to express their feelings.
- We keep confidential records on any inappropriate behaviour that has taken place. We inform parents and ask them to read and sign any incidents concerning their child.

The use of Physical Interventions

We only use physical intervention for the purpose of averting immediate danger or personal injury to any person (including the child) or to manage a child's behaviour as a last resort. We keep a record of any occasions where physical intervention is used and inform parents on the same day, or as reasonably practicable.

We recognise that there may be times where children may have regular occasions where they lose control and may need individual techniques to hold them. This will

only be carried out by staff who have been appropriately trained to do so. Any holds will only be done following recommended guidance and training. We will complete an incident form following any holds used and notify parents/carers.

Supporting Positive Behaviour

All children are unique and should be supported in a way that reflects this. Play Inclusion project will use the following strategies to promote positive behaviours:

- Being consistent in approach to behaviour that challenges
- Endeavor to use the strategies used at home and school to ensure a consistent approach is achieved
- Praising and rewarding positive behaviour
- Modelling positive/good behaviours
- Enabling the child to communicate in a way that they prefer

Unsettled Behaviour

If a child/young person is unsettled or is displaying behaviours that challenge for a period that reaches 30 minutes, the following procedure should be implemented:

- Area Manager must contact the child's parent/carer and let them know how their child is behaving
- If behaviour is manageable let parent/carer decide if they want their child to stay
- If behaviour is unmanageable or if you think it is not in the child's best interest to stay let parents/carers know this
- If a child stays but does not settle after another 30 minutes, the Area Manager should phone parents/carers again and advise that the child be picked up.

Monitoring Behaviour

If a child is persistently involved in incidents or displaying behaviours that challenge, an ABC form must be completed to identify patterns of behaviours or particular triggers.

All episodes of behaviours that challenge are also recorded for monitoring purposes.

The following details are recorded:

- What was happening before the trigger
- What behaviours were observed
- If a trigger was identified
- Were any warning signs observed

- Were any avoidance techniques used
- What behaviours were displayed

This information is then used to identify triggers for behaviours that challenge and identify any warning signs that can indicate that behaviours may escalate. Successful strategies can then be used along with effective avoidance techniques to reduce the likelihood of further episodes of behaviours that challenge from occurring.