 **HOPS Behaviour Management Policy**

The HOPS Management Committee and Staff will manage behaviour according to clear, consistent and positive strategies.

Behaviour management at HOPS is structured around the following principles:

The “ground rules” will apply equally to children and staff.

* Positive behaviour will be reinforced with praise and encouragement where
* appropriate.
* Negative behaviour will be challenged in a calm but assertive manner. In the first instance, staff will try to redirect children’s energies by offering them alternative and positive options. Staff will be open in stating and explaining non-negotiable issues.
* Staff and the Management Committee will make every effort to set a positive example to children by behaving in a friendly and tolerant manner and by promoting an atmosphere where children and adults respect each other.
* Staff and the Management Committee will work as a team in discussing incidents and resolving to act collectively and consistently.
* Where appropriate the Management Committee will discuss any particular concerns with parents/carers to identify causes of negative behaviour and agree strategies to resolve it.
* Children who experience bullying, racism or other unacceptable behaviour will be given confidence to speak out.
* Activities will be varied, well planned and structured so that children are not easily bored or distracted.

Dealing with negative behaviour

* When an incident of negative behaviour occurs, Staff will listen to the children concerned and hear their reasons for their actions. Staff will explain what was negative about their behaviour and the consequences of such action.
* Children will be given the opportunity to make amends for their behaviour and, if judged appropriate, will be able to rejoin the activity.
* In the event that unacceptable behaviour persists more serious actions may have to be taken such as suspension and exclusion, which will be at the discretion of the Management Committee

Signed: Emma Taylor

 

Title: Chair

Date: July 2016