

Behaviour Management Policy

Allstars Holiday Club

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1. Policy Statement

At Allstars, we believe in creating a positive, respectful, and nurturing environment where all children feel safe, included, and empowered to thrive. We promote good behaviour through encouragement, consistency, clear expectations, and positive reinforcement.

Our behaviour approach supports the emotional wellbeing of every child and aligns with the principles of the *EYFS Framework*, *UN Convention on the Rights of the Child*, and *Behaviour in Schools guidance (DfE)*.

2. Aims

- To encourage and reward positive behaviour
- To support children in developing self-regulation and mutual respect
- To provide clear, fair and consistent boundaries
- To intervene early to prevent escalation
- To deal with incidents calmly and proportionately
- To ensure staff model appropriate behaviour at all times

3. Setting Expectations

Children are introduced to simple, age-appropriate rules such as:

- Be kind
- Listen to others

- Keep hands and feet to yourself
- Take turns and share
- Try your best and have fun

These are reinforced daily and displayed in our club spaces.

4. Positive Reinforcement

We use:

- Verbal praise and encouragement
- Stickers, certificates and team points
- 'Star of the Day' and themed rewards
- Celebration of effort, not just outcome

We promote the idea that everyone is learning — including learning how to behave.

5. Managing Unacceptable Behaviour

When needed, staff use the following stepped approach:

1. **Gentle reminder** of expectations
2. **Second chance** with encouragement to make a positive choice
3. **Calm time out** to reflect (always age-appropriate and not isolating)
4. **Discussion and re-integration** — explaining what went wrong and how to put it right
5. **Escalation to senior staff or DSL** if behaviour is persistent, dangerous, or targeted

We avoid shouting, humiliation, or punitive actions and instead focus on understanding behaviour, especially for children with SEND or emotional needs.

6. Bullying and Harmful Behaviour

We do not tolerate bullying, name-calling, exclusion, or physical aggression. These are dealt with promptly and sensitively, involving the DSL where appropriate. Parents will be informed when significant issues arise.

7. Partnership with Parents

We value open communication and work with parents/carers to understand children's individual needs and strategies that work well for them. We aim to build consistent support between home and the club.

8. Staff Role

Staff are expected to:

- Model calm, respectful behaviour
- Promote fairness, inclusion, and understanding
- Use de-escalation techniques and restorative conversations
- Understand triggers and adapt environments where needed
- Keep records of serious incidents and inform the DSL where appropriate

9. Inclusion and SEND

We recognise that some children may have difficulty managing their behaviour due to underlying needs. Staff make reasonable adjustments and follow any behaviour plans in place, working closely with families.

10. Review

This policy is reviewed annually, or sooner if required.

Date of next review: August 2026

Policy lead: Club Manager / DSL