

# ACTIVITY CAMPS



## Managing Behaviour Policy

<b>Company Name</b>	Le Mourier Swim/Sea/Save
<b>Company Address</b>	Inverness Lodge, Le Mont au Meunier, St Lawrence, Jersey, JE3 1FQ
<b>Author Name</b>	Stuart Diack
<b>Contact Telephone</b>	01534 869050
<b>Contact Email</b>	stuart@lemourier.co.uk

### Monitoring and Review

This policy will be reviewed annually to ensure they remain correct and are fit for purpose. However, the policy may be reviewed and updated at any time to reflect any changes made by Le Mourier or the regulatory authorities or government legislation

<b>Version:</b>	3/1.23
<b>Policy Launch date</b>	February 2019
<b>Next review date</b>	May 2025

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## Policy

It is the responsibility of Le Mourier to ensure that behaviour by any child /young adult or member of staff does not have a negative effect on other children/young adults or other members of staff whilst on the premises, and to address any unacceptable behaviour/incidents that arise. Every child/young adult has the right to be treated fairly in all circumstances and situations and in accordance with their individual needs. Children/young adult have the right to be protected from all forms of abuse or threatening behaviour, whether physical, mental, verbal or emotional.

- Clear set of rules must be consistently applied and positive feedback for good behaviour is necessary.
- Every child/young adult has the right to be respected, listened to, and have their needs considered.
- All children/young adult have the right to have a say in anything that affects them.
- All children/young adult should be encouraged not to hit back, but to resolve disputes in a non-aggressive way.
- No child/young adult should be publicly disciplined but should be removed from the group and talked to on a one-to-one basis.
- Any behaviour that does not comply with the Le Mourier's equal opportunities policy will be addressed. Language or behaviour designed to be offensive to anyone is unacceptable and will not be tolerated. Procedures in the Managing Behaviour of Children and Adults will be always adhered to.
- Incidents of challenging behaviour, and tactics for addressing such behaviour, will be discussed at team meetings.
- Parents will be kept informed of any incidents, and subsequent action plans formulated by the team in response to their child's or young adult's behaviour.
- No child/young adult will be restrained unless there is cause to believe they will cause harm to themselves or others.

## Procedures for Challenging Behaviour

### ***Level One: Minor Incidents***

For example: name calling, going out of bounds, disrespect of equipment, materials, property or stealing.

- Staff member informs child/young person that their behaviour has been inappropriate, tries to establish why the incident occurred and discusses with them how the situation can be resolved.
- Child/young person makes amends if appropriate.
- Matter is discussed at the end of session with the rest of the staff team.
- Matter is discussed with parent at end of the day.

### ***Level Two: Minor Incidents - Reported***

For example: name calling, going out of bounds, not respecting materials/equipment, stealing, and biting.

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- Matters have been dealt with as above but have not been responded to.
- Staff member informs Lead Staff member who then talks with the child/young person and parent/carer together.
- This can be at the end of the session or depending on behaviour, during the session.
- Account written at the end of the session and discussed with the staff team.
- The matter is addressed through continued appropriate communication with the child/young person and the carers/parents until the situation is resolved.
- All ongoing negative behaviours will be recorded and monitored.

## ***Level Three: Serious Incident - Reported/Excluded***

For example: physical abuse of another child or adult, leaving the area without informing a member of staff, using discriminatory language or behaviour.

- Staff member informs Group Leader immediately and writes a detailed account of the event, which is filed.
- Procedures for level one is followed.
- If child/young person does not respond, the Group Leader contacts parents/carers immediately who, depending on the severity of the incident, may have to take their child/young person home.
- This incident is discussed at the end of the session with the rest of the staff team and a procedure for dealing with the incident is decided upon. This is followed up by a letter or meeting with the parents/carers who need to be aware of your policy for dealing with the challenging behaviour.
- The matter is addressed through continued communication with the carer/parent and child/young person may be excluded until the matter has been resolved.
- If there is any feeling that this behaviour is new or suspicious, a report must be made to the Designated Safeguarding Lead who may refer the matter to C&FH.

Please note these procedures are general guidelines and may not be appropriate to every incident of challenging behaviour in Le Mourier. More effective strategies for responding to individual children/young people may be developed and should be consistent with approaches used in other settings the child/young person attends such as school/home/respice etc. The manager/safeguarding leads who will be responsible for liaising with other professionals concerned with the child or young person and sharing information where appropriate.

## **Adults / parents/ carers**

We ask all adults and young people who attend Le Mourier to collect their child/young person or to bring information, to follow the same codes of behaviour. We would like to draw your attention to the following in particular:

- We do not tolerate any physical or emotional aggression on site. Anyone doing this will be asked to leave the site immediately.
- There is no smoking anywhere on site.

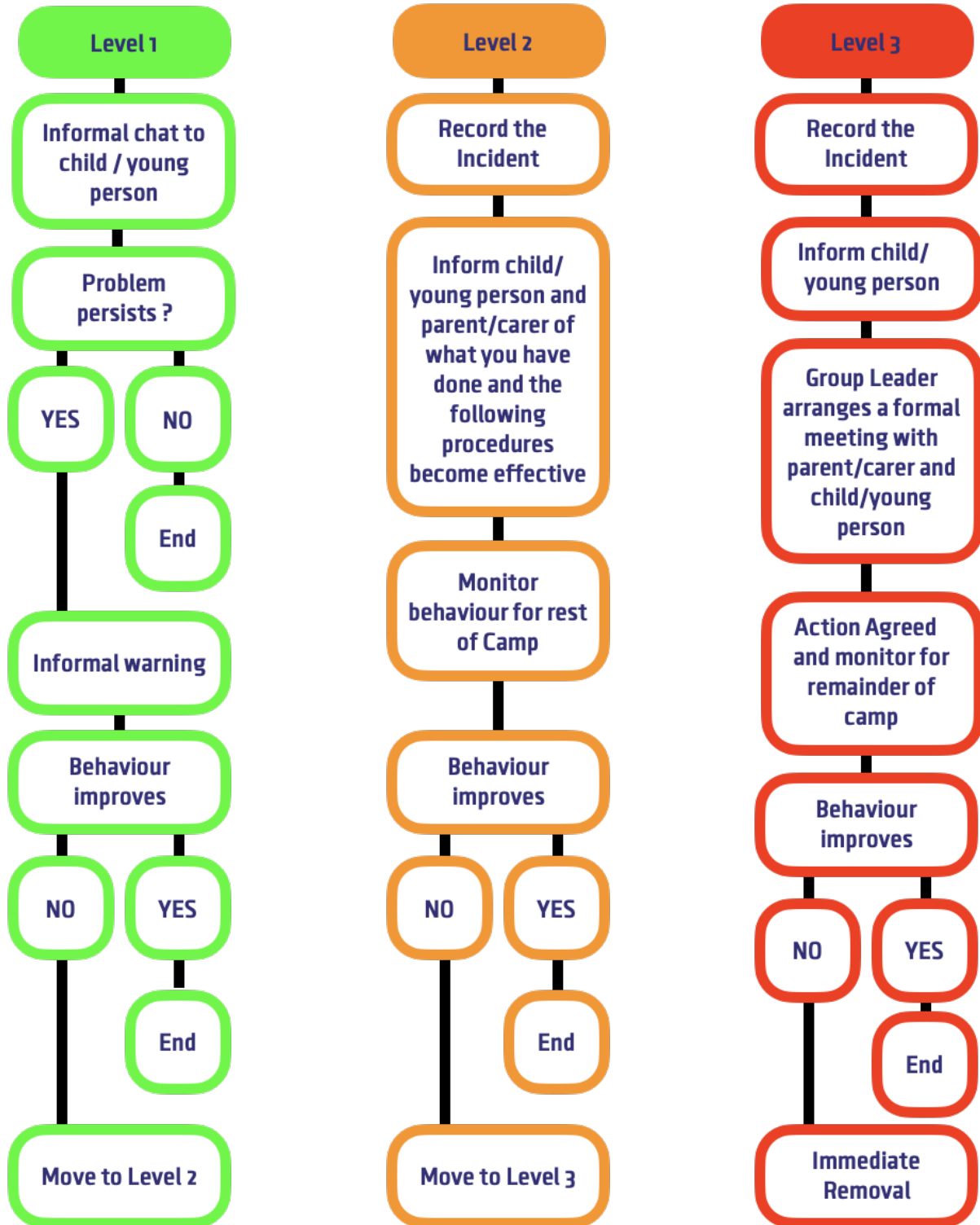
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- Please do feel free to ask questions of staff and make suggestions about the service, we welcome this.
- If you are concerned about any aspect of the service, or you would like to chat about your child's or young person's experience of the project, please do not hesitate to speak to the Group Leader. We will make confidential time to chat with you.

**Your child's Group Leader of the activity camp is your first contact for all issues. If you have an issue with staff members please try and raise it with them first, your views will be listened to. If you cannot resolve the issue the Group Leader will call in the Swim School Manager who will help to resolve the problem.**

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## Procedures For Dealing With Unacceptable Behaviour



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## Document Control

Version	Published	Changes
1.2/19	Feb 2019	New Document
1.6/19	Jun 2019	Addition of safeguarding Lead responsibilities
2.10/21	Oct 2021	No changes - Review only
3.1/23	Jan 2023	New layout