

Behaviour Management Policy

Ringsfield Hall EcoActivity Centre recognises the importance of positive and effective behaviour management strategies in promoting children's welfare, learning and enjoyment.

Aims

Our Behaviour Management Policy aims to help children and young people to:

- Develop a sense of caring for each other and the natural world,
- Build caring and cooperative relationships with other children and adults,
- Develop a range of social skills, practical outdoor skills and a connection to natural world,
- Develop confidence, self-discipline and self-esteem in an atmosphere of mutual respect and encouragement,
- Develop reflection skills and encourage them to develop strategies and approaches that can be used within Ringsfield Hall and beyond,
- Feel safe, valued and respected, and to extend this same care to others.

We will manage behaviours according to clear, consistent and positive strategies framed by the following principles:

- We will provide well facilitated programmes in an engaging 'Risk / Benefit' assessed environment;
- We will require all staff and volunteers to aspire to modelling unconditional positive regard at all times;
- We will ensure our staff and volunteers understand our Behaviour Management Policy and the guidelines for behaviour it contains;
- The Behaviour Management Policy will be understood and implemented in conjunction with our various other policies and procedures, including Safeguarding & Child Protection, Health and Safety, and Equal Opportunities.

Our staff will make every effort to model positive behaviour, demonstrate a friendly and tolerant manner, and promote a community atmosphere where children and adults respect and value one another. When dealing with challenging behaviour, staff will endeavour to communicate in a clear, calm and positive manner at all times.

Positive behaviour and achievements will be reinforced with praise and encouragement. Challenging behaviour will be met with a calm but assertive manner. In the first instance staff will try to acknowledge and recognise the behaviour and if appropriate redirect children's energies by offering them alternative and positive options. If behaviour escalates we will adopt methods and techniques outlined in 'The Challenging Behaviour First Aid Kit', 'The Stages of Crisis' and 'The Help Script' (see Appendices).

Staff will work as a team, discussing incidents and resolving to act collectively and consistently. Wherever appropriate, staff will discuss concerns with accompanying teachers/guardians/carers at the earliest opportunity to help identify the causes of negative behaviour and explore strategies for dealing with it together.

The ground rules and expectations for behaviour we set for our activity sessions will apply equally to all children, young people, volunteers/visitors and staff unless there are clear reasons for distinction. Staff will endeavour to explain what's required from a group, including the reason why certain behaviours or actions are or aren't appropriate.

Our Ethos and Expectations for School Staff accompanying groups of students will be available in written form and discussed with Schools or organisations prior to or shortly after arrival. Schools and visiting organisations usually retain the prime Duty of Care for students, but the onus of behaviour management during activity sessions will usually be on Ringsfield Hall staff in the first instance. However, we recognise that School staff may have specific support strategies in place for specific children or young people, hence why we ask for information on additional needs at the point of booking. We therefore aim to communicate and partner with school or accompanying staff to provide an environment that is as supportive and inclusive as it can be for every single child.

High Level Incident

Where an incident occurs involving a notably high level of challenging behaviour, our staff will be required to report to their line manager and fill out a High Level incident report form. A copy of the form is retained for the Centre's records and a copy sent to the relevant parent/carer/teacher to be followed up by a member of our staff if deemed appropriate.

General Policy Statement on Bullying

Bullying is the wilful, conscious desire to hurt, threaten or frighten someone. It can take the form of physical abuse, verbal abuse, rude gestures, intimidation, extortion and any pressure brought to bear with the intent of causing pain or unhappiness.

We aim to prevent and minimise the chances of bullying taking place by focusing on positive relationships and conflict resolution, but also demonstrate through our response to bullying behaviour that it will not be tolerated. No form of bullying is acceptable at Ringsfield Hall EcoActivity Centre and it is everyone's responsibility to prevent it happening. All reports of bullying are explored, and serious incidents are recorded and reported back to a relevant teacher, organisational staff member or parent / carer.

Base Line Assessments

Base Line Assessments for individual children or young people may be requested and undertaken in certain circumstances, e.g. when a group is specifically being convened for the purpose of supporting those with specific needs, or when the Centre runs an unaccompanied group. These assessments enable our staff to better understand and meet the needs of individuals, and better prepare our sessions and activities, and help contribute to our own internal monitoring and evaluation procedures.

Adult to Child Ratios

Having the right staff to child ratio ensures that we can effectively implement our provision and keep to the principles outlined above: creating a relaxed 'held' atmosphere where the wellbeing of the group is supported, and programme activities are engaging and stimulate learning and development.

Our level of supervision needs to be appropriate to the age of children or young people involved in the activity. This varies depending on their age behaviour, abilities, needs, nature of activity and specialist equipment needed.

Typically, the adult to child ratios are as follows:

Child age	Number of Adults	Number of Children
0-2 years	1	3
2-3 years	1	4
4-8 years	1	6
9-12 years	1	8
13-18	1	10

Training

We are committed to Continuous Professional Development as an organisation, and place a high value on learning and development in general. With the foundation of ongoing opportunities for Safeguarding and Child Protection training and 'Working with Challenging Behaviour in the Outdoors' Training, new staff are required to undertake 6 days of training in order to practice at the Centre. This includes:

- Ringsfield Hall EcoActivity Centre's ethos of unconditional positive regard for children and young people, and the 'magic' of Earth Education and Outdoor Learning;
- The Challenging Behaviour First Aid Kit, The Stages of Crisis and the Help Script;
- Skills and Aptitudes to deliver our range of programmes and activities;
- Reading and signing the policies and procedures.