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BEHAVIOUR MANAGEMENT POLICY

Fareham & Gosport Challenge & Adventure believes that children and adults flourish best in an ordered environment in which everyone knows what is expected of them and children are free to develop without fear of being hurt or hindered by anyone else.

Fareham & Gosport Challenge & Adventure aims to work towards a situation in which children can develop self-discipline and self-esteem in an atmosphere of mutual respect and encouragement.

In order to achieve these aims –

1. Rules governing the conduct of the group and the behaviour of the children will be discussed and agreed within the Fareham & Gosport Challenge & Adventure staff and explained to all newcomers, both children and adults (* *see note at end*).
2. All adults will ensure that the rules are applied consistently, so that the Challenge & Adventure children have the security of knowing what to expect and can build up useful and acceptable habits of behaviour.
3. All adults will try to provide a positive model for the children with regard to friendliness, care and courtesy.
4. Adults will praise and endorse desirable behaviour such as kindness and willingness to share.
5. Fareham & Gosport Challenge & Adventure will take positive steps to avoid a situation in which children receive adult attention only in return for undesirable behaviour.

When children behave in unacceptable ways –

1. Physical punishment will be neither used nor threatened.
2. Children will never be sent away from the presenting programme activity to be by themselves.
3. Techniques intended to single out and humiliate individual children will not be used.
4. Staff will seek to work with children who misbehave, providing appropriate adult support when practical, in order to help them towards a better behaviour pattern. The child's behaviour and the support provided will be reviewed at regular staff meetings.
5. In cases of serious misbehaviour, such as racial or other abuse, the unacceptability of the behaviour and attitudes will be made clear immediately, but by means of explanations rather than by personal blame.
6. In any case of misbehaviour it will always be made clear to the child or children in question that it is the behaviour and not the child (or children) that is unwelcome.
7. Adults will make themselves aware of, and respect, the range of cultural expectations likely to be encountered among the children taking part in the Scheme's activity programme.
8. Any behaviour problems will be handled in a fashion designed to be helpful and developmentally appropriate, respecting the individual children's levels of understanding and maturity.

9. Recurring problems will be tackled by the whole Challenge & Adventure staff available at the time.
10. Adults will be aware that some kinds of behaviour may arise from a child's special needs.

This policy will be reviewed as necessary and at least once per year.

*Note * "Adults" in this policy document refers to Fareham & Gosport Challenge & Adventure employees and volunteer staff.*

Signed:
Chairman of Fareham & Gosport Challenge & Adventure Management Committee

Date: 11th March 2003

Approved by the Fareham & Gosport Challenge & Adventure Management Committee
at the Management Committee meeting held on 11th March 2003