



Laser Summer Camp Behaviour Policy

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Working document
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Behaviour Policy

Employees of Laser Summer Camp are fully aware that **'adults caring for children on camp are able to manage a wide range of children's behaviour in a way that promotes their welfare and development'**, - (Statement 11)

Induction

During the staff induction, our employees are informed of how Laser summer camp operates. We instil the ethos that has made the camp a success over the past 29 years, and the members of staff are made aware of the safe and caring environment that we provide for the children.

During the induction day we explain situations that each member of staff may come across, and how to deal with them. In most cases we explain to our staff that it is **always best to consult a senior member of staff.**

Behaviour Management

Laser Summer Camp aims to maintain and promote positive behaviour throughout all age groups. We expect each child to acknowledge that they are within a controlled environment, whereby enjoyment is the first objective, however for this to occur they must abide by certain group 'rules', which allow the group to function efficiently. These include the following –

- All groups must meet and stay as a group each morning.
- Basic behaviour expectations are explained to all the children within the group with our code of conduct.
- Physical punishments, or the threat of them, are not used at Laser Summer Camp.
- Between activities all members of the group must stay together and listen to the group leaders instructions.
- At Laser we are at pains to ensure that each activity is a controlled environment, and we understand that this reduces the chances of a behavioural incident occurring

dramatically. This environment is maintained by the group leader, monitors and specialist.

- At activities all members of the group are expected to treat their peers with respect and allow them to enjoy themselves.
- Physical contact of any kind is not allowed, and if it occurs it is reported to senior member of staff.
- Any form of verbal abuse is not allowed and is reported to a senior member of management.
- Any action that a group leader, a monitor or specialist views to be negative and detrimental to the group/individual involved, will be viewed using our traffic light system. Any amber or red incidents should be reported to a manager as soon as the incident occurs. This will then be written into an incident report

Age

All members of staff must be aware that their handling of behaviour is **'consistent and developmentally appropriate, respecting individual children's level of understanding and maturity'**.

From this, staff must consider the age group that they are working with and the capabilities, both physically and mentally of the children.

We have found that the main behavioural problems that staff at Laser face will mainly be associated with the groups above the age of 8. These usually occur due to groups forming of individuals that already know each other

Bullying

Bullying in any form is unacceptable in any care situation and we at Laser will not tolerate any form of abuse that could be classed as bullying.

In a situation whereby children are placed together from different schools and backgrounds the members of staff at Laser Summer Camp are fully aware that low-level bullying can occur.

We understand that behaviour which could be classed as bullying is evident in two forms: -

- **Mental abuse** – group forming and excluding others; continually ignoring others; name calling
- **Physical abuse** – physical contact which is deemed intentional, which doesn't have to cause physical harm

In the first instance –

- the group leader should talk with the children involved and inform them that this is inappropriate behaviour – green light
- the group leader should explain what is expected from the children on camp, and state that this negative behaviour cannot continue – green light
- The group leader must inform a manager of any behavioural incident, and make sure that a record is made – amber and red
- If the problem occurs again, then the individuals involved must be seen by a manager who will assess and deal with the situation further – amber and red

Physical contact and 'restraint'

Physical punishment is not allowed in a day care situation, and any form of physical contact needs to be avoided.

In the event of a child using physical abuse toward another child or toward another member of staff, causing harm to themselves, the other child or the member of staff or their surrounding environment, physical restraint – holding, is acceptable.

If this occurs it must be included in the report that is given to a manager and they will make appropriate contact with parents involved.

Parental Contact

In the event of a behavioural incident that continues to affect the group/individual involved – amber and red light, the parents in both cases will be contacted. A manager will make initial contact by phone, and then if either of the parents involved wish to take the matter further, all correspondence will be made in writing.

Campers Code of Conduct at Laser Summer Camp

At Laser we will –




- **Cooperate with each other**
- **Be friendly**
- **Listen to each other**
- **Be helpful**
- **Follow the rules**
- **Have good manners**
- **Join in**
- **Respect each others differences**
- **Treat the leaders, monitors and specialists with respect**
- **Report any worries to your leader.**

We will not –

- **Pick on or make fun of others**
- **Yell and shout out at others**
- **Be abusive**
- **Use equipment abusively**

Laser Traffic Light system

Laser recognises that it is not the primary carer for any of the campers, but will employ a traffic light system for dealing with behaviour issues.

	<p>With any breach of the code of conduct, the most appropriate action for a minor offense is to remind them about the Code of Conduct and ask them to comply with it.</p> <p>This is classed as a Green Warning light</p> <p>Children will be given the opportunity to reflect, and enable them to form a more positive response in relation to the code of conduct.</p>
	<p>At least one Green light warning has been given.</p> <p>If the child persists in inappropriate behaviour, and breaking of the code of conduct – This is classed as a yellow light warning.</p> <p>Intervention will be necessary, the child will need to be brought to the main office, and there will need to be communication with a member of senior staff who will help in recording the incident in the discipline book.</p> <p>It will need to be explained to the child that any continued behaviour will result in parents being contacted and them being sent home from Laser</p>
	<p>Both Green and yellow light warnings have been given</p> <p>If inappropriate behaviour persists, and green and yellow warnings have been given, parents will be contacted by a senior member of staff, and the situation will be discussed. Parents might be able to advise on certain techniques to help and improve the situation. Laser will assume the parent as the key person in this situation, unless directed otherwise by a support worker.</p> <p>If behaviour persists after a red light warning, the child will be asked to leave from camp through contact with parents.</p>

Laser Summer Camp

Incident Report

Date - _____

Name of Person dealing with situation - _____

Childs name - _____

Description of incident –

Others involved _____

Action taken

Date _____

Senior member of management consulted _____