



Behaviour Management Policy

Speak Like A Native programmes use effective behaviour management strategies to promote the welfare and enjoyment of children attending. Working in partnership with parents, we aim to manage behaviour using clear, consistent and positive strategies. Our rules are discussed regularly and displayed where possible (depending on arrangements with individual schools / homes).

Whilst on our programmes we expect children to:

- Use socially acceptable behaviour
- Comply with Speak Like A rules
- Respect one another, accepting differences of race, gender, ability, age and religion
- Develop their independence by maintaining self-discipline
- Choose and participate in a variety of activities designed to promote communication (not everything will appeal to everyone all the time but taking part and “having a go” are vital ingredients of building the confidence needed to acquire a new language)
- Ask for help if needed
- Enjoy their time and help others enjoy their time too

Positive behaviour is encouraged by:

- Speak Like A Native staff acting as positive role models
- Praising appropriate behaviour
- Rewards (e.g. stickers, small prizes and certificates)
- Informing parents about individual and group achievements and development

It is inevitable that as children develop and learn, there are times when they need support and guidance to understand that their behaviour is not acceptable. Staff will try to determine the cause or triggers of the inappropriate behaviour to prevent the situation from recurring.

Dealing with inappropriate behaviour:

- Challenging behaviour will be addressed in a calm, firm and positive manner
- In the first instance, the child will be temporarily removed from the activity
- Language guides (leaders and assistants) will discuss why the behaviour displayed is deemed inappropriate
- Language guides (leaders and assistants) will try to resolve conflicts through discussion and negotiation – in such a case, although Speak Like A Native promotes total immersion in the target language, English may / will be used to ensure understanding
- Language guides (leaders and assistants) will give the child an opportunity to explain their behaviour, to help prevent a recurrence
- If the inappropriate behaviour appears to be as a result of boredom, staff will consult with the child to find activities that more fully engage or challenge them



- A member of the Speak Like A Native team will consult with parents to formulate clear strategies for dealing with persistent inappropriate behaviour
- We will not threaten any punishment that could adversely affect a child's well-being (eg withdrawal of food or drink)
- If after consultation with parents and the implementation of behaviour management strategies, a child continues to display inappropriate behaviour, Speak Like A Native may decide to exclude the child in accordance with terms and conditions.

Physical Intervention:

- Physical intervention will only be used as a last resort, when staff believe that action is necessary to prevent injury to the child or others, or to prevent significant damage to equipment or property. If a member of staff has to physically restrain a child, a Speak Like A Native director will be notified and an Incident record will be completed. The incident will be discussed with the parent or carer as soon as possible.

All serious incidents will be recorded on an Incident Report Form (IRF) and kept on file. This may be used to build a pattern of behaviour, which may indicate an underlying cause. If a pattern of incidents indicates possible abuse, we will implement child protection procedures in accordance with our Safeguarding policy.

Corporal Punishment:

- Corporal punishment or the threat of corporal punishment will never be used at any time on any Speak Like A Native programme. We will take all reasonable steps to ensure that no child who attends one of our programmes receives corporal punishment from any person who cares for or is in regular contact with the child, or from any other person on our premises.