



Spectrum WASP Behaviour Management Policy

At Spectrum WASP, we strive to create an atmosphere that encourages positive behaviour. We believe that children and young people thrive when they understand behavioural expectations and interact with caring adults who show respect and value their individuality.

The Importance of Boundaries: Children and young people need clear behavioural boundaries to ensure their safety and the safety of others. At Spectrum WASP, we set these boundaries in a way that helps children and young people develop an understanding of personal and social boundaries, promoting a safe and secure environment.

This policy provides guidance to staff and volunteers on how to manage children and young people's behaviour, including strategies for addressing negative behaviour. It also emphasises the importance of involving parents and carers when necessary. We expect all members of the Spectrum WASP community—including children, young people, parents, carers, staff, young mentors, and volunteers—to consistently apply these guidelines.

New staff and volunteers will be familiarised with this Behaviour Management Policy to ensure they uphold these standards. We maintain open communication with parents and carers to keep them informed of their child's behaviour and progress.

Promoting Positive Behaviour: The staff and volunteers at Spectrum WASP aim to be positive role models for the children and young people in our care. Through respectful interactions and maintaining a structured, caring environment, we help encourage appropriate behaviour. Our expectations for children's behaviour are high, and we lead by example.

We want children and young people to:

- Feel confident accessing activities with parents/carers supporting/watching from a distance.
- Participate in group activities, learning to share and take turns.
- Ask for help and be open to receiving advice.
- Follow simple instructions appropriate to their developmental stage.
- Respond positively to praise and develop concentration.
- Demonstrate good manners, kindness, and respect for all.
- Care for Spectrum WASP's equipment and others' belongings.
- Establish consistency in behaviour between home and our setting.
- Recognise and respect the individuality of others.
- Build self-esteem, confidence, and competence.
- Develop strong relationships with staff, peers, and families.
- Work in partnership with parents and carers, keeping communication open.
- Be acknowledged and praised for positive actions and attitudes.

Managing Negative Behaviour: While most children and young people may demonstrate negative behaviour at certain stages of their development, we are committed to addressing such behaviour in a constructive and positive manner.

If a child or young person behaves in an unacceptable way:

They will not be singled out or humiliated. Instead, staff will redirect the child to a more appropriate activity and discuss their behaviour in a respectful manner, considering their level of understanding. Staff and volunteers will remain calm and will not raise their voices in a threatening manner.

We promote a “Time, Space, and Self-Calm” approach, giving children the opportunity to reflect and calm down.

Physical punishment (such as smacking or shaking) is never permitted.

Physical restraint will only be used if necessary to prevent harm to others, damage to property, or self-harm.

If a child demonstrates unkind behaviour, parents/carers will be informed, and a meeting may be arranged to discuss their child’s actions. Confidential records of any negative behaviour will be kept, and parents/carers will be asked to review and sign these entries.

Bullying and Conflict Resolution: Staff and volunteers recognise that bullying, in its various forms (physical, verbal, or emotional), is unacceptable. We strive to help children and young people understand how their actions affect others, encouraging empathy and respect. Children must learn that bullying, fighting, and discriminatory comments are never acceptable.

In cases of bullying, staff will manage the situation with sensitivity, making sure to clarify the inappropriateness of the behaviour and its consequences. The child's level of maturity and understanding will always be considered.

Support and Training for Staff and Volunteers: To ensure effective management of behaviour, staff and volunteers will receive ongoing training and support. This includes regular opportunities to develop strategies for responding to challenging behaviours, as well as learning from the Behaviour Management Designated Persons, Mrs. Jeni Dubock and Miss Maria DeRosa.

The designated staff members for Behaviour Management will continue to update their knowledge regularly to ensure best practices are followed.

Parent/Carer Involvement: As part of our commitment to providing a safe and positive environment, we ask that all parents and carers carefully read and review this Behaviour Management Policy with their child, taking into account their level of understanding.

In addition, this policy is to be considered alongside the Spectrum WASP Activity/Behaviour Contract. We require both the Parent/Carer to sign and date the contract before booking or attending any activities. This ensures that everyone is aware of the expectations and guidelines that promote best practices and support our duty of care.

By signing the contract, Parents/Carers and Children/Young People acknowledge their understanding of the requirements and agree to follow the standards that ensure a safe and enjoyable experience for everyone.

Reviewed by Spectrum WASP Management Committee: 05-02-2025



Spectrum WASP Activity Behaviour Contract

Spectrum WASP is committed to maintaining a high standard of behaviour while working with our Children and Young People. We strive to provide a safe and supportive environment that encourages positive social engagement.

We recognise that some of our Children and Young People may display challenging behaviours; however, we do not tolerate angry or aggressive behaviour.

In such instances, the following steps will be taken:

- **1st Incident:** The Parent/Carer will be notified.
- **2nd Incident:** The Child/Young Person will be sent home from the activity.
- **3rd Incident:** A meeting will be scheduled with the Parent/Carer.
- **4th Incident:** A formal letter will be sent home, and the Child/Young Person will no longer be able to access Spectrum WASP services.

Agreement Form

I agree to the following:

- ☐ Read and review the Behaviour Policy, discussing it with my Child/Young Person in a way that suits their level of understanding to ensure they fully comprehend it. If their level of understanding does not allow for this, I, as their Parent/Carer, take full responsibility for ensuring adherence to the policy.
- ☐ Support my Child/Young Person in positively engaging with Spectrum WASP activities while following the Behaviour Policy.
- ☐ Ensure my Child/Young Person knows they can speak to their Parent/Carer, Support Worker, or on-duty Staff if they feel uncomfortable or need support during an activity.
- ☐ Confirm with my Child/Young Person that enjoying activities safely requires them to follow the Behaviour Code and safety rules at all times.
- ☐ Allow Spectrum WASP to keep a record of this form to ensure all necessary information is available to maintain safety during activities.

Reviewed by Spectrum WASP Management Committee: 05-02-2025