Holiday Camp & After-School Club
Behaviour Expectations Policy

Introduction

At Buzzers Academies, we strongly believe that no child should be excluded from sports or physical activity. With that said, we still expect an acceptable level of behaviour from every child that attends our Camps and Clubs. These behaviour expectations are clearly explained to the children at the start of each Camp/Club and our staff are reminded to adhere to the behaviour expectations laid out in this policy, during all their sessions.

At Buzzers Academies, we use effective behaviour management strategies to promote the welfare and enjoyment of children attending our Camps/Clubs. Working in partnership with parents and schools, we aim to manage behaviour using clear, consistent and positive strategies. The Camp/Club rules are clearly displayed at every session and are discussed regularly with the children in attendance. We believe in adopting a positive approach to our Camp/Club discipline.

Our Behaviour Expectations Policy operates in conjunction with the following company policies:

- Booking Terms & Conditions.
- Anti-Bullying Policy.
- Equal Opportunities Policy.
- Safeguarding & Child Protection Policy.
- Unacceptable Abuse Policy.

All company policies can be found on our website - www.buzzersacademies.co.uk/policies

The designated members of Buzzers Academies staff responsible for behaviour management at all our Camps/Clubs are Chris Wood (Operations Manager) and Matt Walker (Managing Director).

The purpose of this policy

Our behaviour expectations are there to ensure the safety and wellbeing of every child in attendance at our Camp/Club. The purpose of this policy is to ensure that parents are aware of our behaviour standards and that they support any disciplinary action that may need to be taken with their child. We want our pupils to grow in confidence, independence, resilience and knowledge, so that they achieve their full potential and develop a life-long love of PE, sports, and physical exercise. We work together with families and schools to model positive relationships, supporting each other and acknowledging that we are stronger when we work together.

We have high expectations of behaviour that support the development of our pupils as effective and responsible citizens. It is a primary aim of Buzzers Academies that every attendee of our Camp/Club feels valued and respected, and that each child is treated fairly and non-judgmentally. We aim to create a caring learning environment, where values are built on mutual trust and respect for all.

At the start of every Camp/Club, every child will be explained the behaviour standards expected by our staff. This will include going over our 'Buzzers Rules' –

- *Kind feet, kind hands, kind words*
- *Do not leave the camp/club site*
- *No sharing food*
- *Show respect*
- *Stay safe and have fun*

Expectations of behaviour

The behaviour expectations during our Camps/Clubs are the same as those expected during the school day and children are expected to:

- Follow the 'Buzzers Rules'.
- Use socially acceptable behaviour.
- Respect one another, accepting differences of race, gender, ability, age and religion.
- Show leadership skills.
- Communicate appropriately with peers and staff.
- Choose and participate in a variety of activities.
- Enjoy their time at the Camp/Club.
- Develop their independence by maintaining self-discipline.
- Ask for help if needed.

Encouraging positive behaviour

Positive behaviour at our Camps/Clubs is encouraged by:

- Staff acting as positive role models.
- Praising appropriate behaviour.
- Sticker rewards.
- 'Star of the Day' certificates for exceptional accomplishments.
- Informing parents about individual achievements.
- Offering a variety of play opportunities to meet the needs of the children attending the Camp/Club.

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 at our Camps/Clubs 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, if necessary, the child will be temporarily removed from the activity and staff will explain why the behaviour displayed is deemed inappropriate.
- Staff will give the child an opportunity to explain their behaviour, to help prevent a recurrence.
- Staff will always encourage and facilitate mediation between children to try to resolve conflicts through discussion and negotiation.
- Staff will consult with parents to formulate clear strategies for dealing with inappropriate behaviour.
- We will not threaten any punishment that could adversely affect a child's well-being e.g. withdrawal of food or drink.

Our Camps/Clubs operate with a **three-warning policy**. If after consultation with parents and the implementation of behaviour strategies, a child continues to display inappropriate behaviour, staff will issue an initial warning. All warnings, and incidents of behaviour will be logged on our 'Incident

Report Form'. If three warnings are given to a child, then they will be excluded from the Camp/Club and will no longer be able to attend. The reasons and processes involved will be clearly explained to the child and their parent/carer. Communication will initially be made by a phone call but then followed up with an email. As per section 7 of our 'Booking Terms & Conditions Policy', no refund will be issued for a child who is excluded from our Camp/Club.

It is recognised that some children with Special Educational Needs (SEN), or other additional needs may need a different approach when responding to their behaviour. Our Camp/Club team may consult with (for Camps) the company Designated Safeguarding Lead, and (for Clubs) the school's Special Educational Needs Co-ordinator for advice and support.

Physical intervention

Physical intervention will only be used as a last resort, when our 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 our staff must physically restrain a child, the company Operations Manager and Managing Director will be notified, and an 'Incident Report Form' will be completed. The incident will be discussed with the parent/carer as soon as possible.

If our staff are not confident about their ability to contain a situation, they will call the company Operations Manager and/or Managing Director or, in extreme cases, the Police.

All serious incidents will be recorded on an 'Incident Report Form' and kept in a secure filing space in the company head office. This report form 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 Children Policy.

The role of the company head office

It is the role of the Buzzers Academies head office team to ensure the implementation of the Camp/Club Behaviour Policy and to report to the company Managing Director, when requested, on the effectiveness of this policy. It is the responsibility of the company Managing Director to ensure the health, safety and welfare of all the children attending our Camps/Clubs.

The company Managing Director supports the head office staff by implementing this policy, by setting the standards of behaviour, and by supporting staff in the consistent implementation of this policy.

If our team recognise that they cannot meet the needs of a child in the Camp/Club, they will liaise with the company Operations Manager and/or Managing Director. The company Operations Manager and/or Managing Director will then discuss this with parents/carers and may make the decision to ask the parent/carer to make alternative provision for their child.

The role of Camp/Club staff

It is the responsibility of all Buzzers Academies staff to ensure that the expectations of behaviour set out in this policy are enforced at all our Camps/Clubs, and that children behave in a responsible manner during their time at the Camp/Club.

The staff at our Camps/Clubs have high expectations of the children in terms of behaviour, and they strive to ensure that all children work to the best of their ability. All Buzzers Academies staff will treat each child at the Camp/Club fairly and enforce the behaviour expectations of the company consistently. They will also treat all children with respect and understanding.

The role of parents and carers

If parents/carers and the Buzzers Academies Camp/Club staff work together, we believe that the behaviour of children will be maintained by all.

Parents/carers can help in the following ways:

- By ensuring children understand the behaviour expectations as laid out in this policy and do their best to follow them.
- By managing children's behaviour whilst on our Camp/Club premises, during drop-off and collection times.
- By supporting Buzzers Academies in our policy that all children are expected to behave in a responsible manner, both towards themselves and others, showing consideration, courtesy and respect for other people (children and adults) at all times.
- By ensuring that children show a proper regard for other people's property, buildings and the environment.

The role of the children

To follow the behaviour expectations as laid out in this policy, and to work with Camp/Club staff to ensure that they understand and acknowledge the 'Buzzers Rules'.

Monitoring and review

This policy is monitored regularly by the company Operations Manager and Office Manager, who then report to the company Managing Director about the effectiveness of the policy.

For After-School Clubs: The effectiveness of this policy is regularly consulted with the school and, if necessary, recommendations for further improvements are discussed. The Club's 'Incident Report Forms' are used to maintain a record of incidents and the school Senior Leadership Team (SLT) may be given access to these.

This policy was reviewed and/or updated on 20/10/2026