

Behaviour Policy

The Hive has the following set of behaviour expectations at camp:

Whilst at The Hive we encourage and expect CHILDREN to:

1. Comply with The Hive rules, as highlighted in the Camp Briefing and Children H&S briefing.
2. Be positive and actively participate in The Hive missions and activities.
3. Respect one another, accepting differences of race, gender, ability, age, religion and sexual orientation.
4. Treat others the way they want to be treated, be kind and help others.
5. Keep safe and be a good role model.

Whilst at The Hive we encourage and expect FACILITATORS to:

1. Create a positive camp ethos and a stimulating environment for children.
2. Have a team approach, working, talking and sharing as a team.
3. Be comfortable and confident that positive behaviour management will work.
4. Use reasoning, encouragement, praise or disappointment when dealing with challenging behaviour.
5. Keep their cool and sense of humour.

Encouraging positive behaviours

We encourage positive behaviours by:

1. Offering a variety of learning opportunities to meet the different needs of the children attending The Hive.
2. Always acting as positive role models.
3. Consistently praising positive behaviours.
4. Offering badges, rewards and certificates for behaviours, not just accomplishments.
5. Always explaining the consequences of choices and actions.
6. Sharing concerns with the Camp Director.

Behaviours not tolerated at The Hive

Bullying

The Hive defines bullying as the repeated harassment of others through emotional, physical, psychological or verbal abuse.

- Physical: pushing, scratching, spitting, kicking, hitting, biting, taking or damaging belongings, tripping up, punching or using any sort of violence against another person.
- Psychological: behaviour likely to create a sense of fear or anxiety in another person.
- Emotional: being deliberately unkind, shunning or excluding another person from a group or tormenting them. For example, making another person feel 'left out' of a game or activity, passing notes about others or making fun of another person.
- Verbal: name-calling, put-downs, ridiculing or using words to attack, threaten or insult. For example, spreading rumours or making fun of another person's appearance.

Racial and sexual harassment

- Racial harassment can take any of the forms of bullying listed but is motivated by the victim's colour, race, nationality, or ethnic or national origins. All instances of racial harassment must be recorded in an incident report.
- Harassment of LGBTQIA+ children is motivated by the victim's sexual orientation or gender expression. All instances of LGBTQIA+ harassment must be recorded in an incident report.

Physical violence or threatening behaviour

- Situations where children or adults are abused, threatened or assaulted whilst at camp.
- Physical force, verbal abuse and threats, including prejudice-related incidents, and damage to property are all forms of violence.

Swearing or inappropriate language

- Offensive use of language (swearing, cursing, bad words, rude suggestions) has the potential to amount to harassment or bullying.
- Incidences of inappropriate language deemed to be disrespectful and insulting towards others are banned at The Hive.

Positive approaches to behaviour

The Hive uses positive behaviour strategies to promote the welfare and enjoyment of children attending a Camp or Workshop.

Working in partnership with parents, carers and teachers, we aim to manage behaviour using clear, consistent and positive strategies. The rules are clearly explained at every session and are discussed regularly with participating children.

Camp Directors and Facilitators are encouraged to:

1. Be as positive as they can be and use specific language outlining the challenging attitude or behaviour shown
2. Display calmness, firmness and clarity: they help relieve tensions
3. Use humour: it builds bridges and can help de-escalate a situation
4. Give children choices and an opportunity to self-correct rather than backing them into a corner
5. Criticise the behaviour, not the child
6. Give private rather than public reprimands, as much as possible
7. Be consistent and fair

The Camp Director is the Hive's designated member of staff responsible for behaviour at Camp. He/she is supported by The Hive's Operation Manager and Managing Director.

Dealing with challenging behaviour

Camp Directors and Facilitators are asked to follow the process below:

1. Challenging behaviour is addressed in a calm, firm and positive manner.
2. The child will be told how their behaviour is challenging for the group and given alternative ways of behaving.
3. In the second instance, the child will be temporarily removed from the activity.
4. Staff will discuss why the behaviour displayed is deemed inappropriate.
5. Staff will give the child an opportunity to explain their behaviour, to help prevent a recurrence.

6. Staff will encourage and facilitate mediation between children to try to resolve conflicts through discussion and negotiation.
7. Staff will consult with parents to formulate clear strategies for dealing with persistent inappropriate behaviour.
8. Staff 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, The Hive may decide to exclude the child in accordance with our Suspensions and Exclusions policy. The reasons and processes involved will be clearly explained to the child.