



## **JAM Activity Camps – Behaviour Policy**

### **Our Vision**

At JAM Activity Camps, our mission is to create a safe, inclusive, and inspiring environment where children aged 5–11 experience JOY, take on ADVENTURES, and build lasting MEMORIES. We promote physical, emotional, and social development through positive relationships and active learning. We believe all children have the right to enjoy their time with us in a supportive, respectful, and well-managed setting.

### **Behaviour Principles**

- All children, staff, and parents/carers are expected to treat one another with respect, kindness, and fairness.
- We promote positive reinforcement, clear boundaries, and restorative approaches to behaviour management.
- Behaviour is understood as a form of communication. We aim to understand the reasons behind behaviours and respond proportionately.
- We aim to foster a culture of mutual respect, inclusion, and celebration of differences.

### **Parent/Carer Responsibilities**

- Parents/carers must inform us of any pre-existing behavioural, emotional, social, or developmental needs at the time of booking.
  - This helps ensure we can prepare appropriate support and risk management strategies where required.
  - Any behaviour management plans (e.g. SEND support or EHCPs) should be shared confidentially with our team before attendance.
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## **Our Expectations of Children**

We ask all participants to:

- Listen to and follow instructions from staff.
  - Respect others – including their personal space, feelings, property, and beliefs.
  - Use kind and inclusive language – swearing, shouting, name-calling, or offensive jokes are not tolerated.
  - Keep hands, feet, and objects to yourself – physical aggression is not acceptable.
  - Respect the environment – take care of JAM equipment and facilities.
  - Act safely – avoid behaviours that could put yourself or others at risk.
  - Stay on-site – children must not leave the premises without staff supervision or parental consent.
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## **Prohibited Behaviours**

The following are strictly prohibited and will be treated seriously:

- Verbal abuse (including racist, sexist, homophobic, or ableist language).
- Bullying in any form – including physical, verbal, social exclusion or online.
- Aggressive or violent behaviour (hitting, biting, throwing objects with intent).
- Deliberate damage to property.
- Sexualised behaviour inappropriate for age.
- Possession of weapons or imitation weapons (including toy weapons deemed unsafe or threatening).
- Theft or attempted theft of property.

- Repeated defiance or refusal to follow adult instructions.
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## **How We Manage Behaviour**

### Initial Responses

- Staff use positive reinforcement, reminders, and calm redirection as a first response.
- Children are encouraged to reflect on their behaviour, understand its impact, and make amends where appropriate.
- Where needed, staff will provide "time out" or calm-down time in a quiet space to help children self-regulate.

### Escalation Procedure

If behaviour does not improve or is serious in nature:

1. Verbal Warning – behaviour is named and discussed with the child.
2. Reflection Time – the child may miss part of an activity to reflect on behaviour.
3. Restorative Discussion – facilitated by a senior staff member.
4. Parent/Carer Contacted – if behaviour persists or is more serious.
5. Temporary Removal from Group/Session – to ensure safety and calm.
6. Exclusion from Camp (temporary or permanent) – in line with safeguarding and safety protocols.

All serious incidents will be:

- Logged in the Behaviour and Incident Log.
  - Discussed with parents/carers on the same day where possible.
  - Reviewed by the Camp Manager and Safeguarding Lead.
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## **Restorative Practice Approach**

Where possible, we use restorative questions to help children take responsibility:

- What happened?
- What were you thinking at the time?
- Who has been affected and how?
- What could you do differently next time?
- How can we make things right?

This approach encourages empathy, ownership, and learning, rather than simple punishment.

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### **Support for Children with Additional Needs**

We recognise that some children may display behaviour that challenges due to additional needs, trauma, or neurodiversity. In such cases:

- Our team will work closely with parents/carers to understand the child's needs.
  - Adjustments may be made where appropriate.
  - Risk assessments and individual behaviour plans may be implemented to ensure the safety and well-being of the child and others.
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### **Policy Breaches and Consequences**

- Minor behaviour issues will be addressed immediately by staff and followed up if necessary.
- Repeated or serious issues may result in temporary exclusion, and in exceptional circumstances, permanent exclusion from JAM Activity Camps.

- No refunds will be issued for days missed due to exclusion for behavioural reasons.

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### **Policy Review**

This policy will be reviewed annually and updated in line with new legislation, Ofsted guidance, and best practice in behaviour and safeguarding.