



Solar Squad Science

Behaviour Management Policy

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Behaviour Management Policy



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1. Statement of Intent

Solar Squad Science is committed to creating a safe, positive, inclusive, and engaging environment where all children feel respected, supported, and able to participate fully in activities.

We believe positive behaviour is best encouraged through:

- clear expectations
- active engagement
- positive relationships
- encouragement and praise
- consistent boundaries
- respectful adult role models

Working in partnership with parents, schools, holiday camp providers, and carers, Solar Squad Science aims to manage behaviour using clear, consistent, and positive strategies, with adults modelling respectful and appropriate behaviour at all times.

Our aim is to ensure all children can enjoy STEM activities safely, confidently, and positively.

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2. Scope of This Policy

This policy applies to:

- all Solar Squad Science staff
- volunteers
- workshop leaders
- external contractors
- partner staff supporting sessions
- all children attending Solar Squad Science activities

This policy should be read alongside:

- Safeguarding & Child Protection Policy
- Health & Safety Policy
- Risk Assessments
- Physical Intervention Guidance

This policy is written in accordance with:

- The Statutory Framework for the Early Years Foundation Stage (2023):
- Safeguarding and Welfare Requirements: Managing children's behaviour.

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3. Behaviour Expectations

Children participating in Solar Squad Science activities are expected to:

- treat others with kindness and respect
- follow instructions from staff
- use equipment safely and appropriately
- listen when instructions are being given
- avoid disruptive, unsafe, or aggressive behaviour
- respect the learning environment
- respect differences in race, religion, gender, ability, and background
- ask for help when needed
- develop independence and self-discipline
- participate positively in activities

We encourage:

- teamwork
- curiosity
- participation
- creativity
- resilience
- respectful communication

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4. Encouraging Positive Behaviour

Solar Squad Science uses positive and proactive behaviour management approaches.

Positive behaviour is encouraged through:

- enthusiastic and engaging session delivery
- clear instructions and expectations
- praise and encouragement
- positive reinforcement
- inclusive participation
- age-appropriate communication
- staff acting as positive role models
- recognising effort and teamwork
- adapting activities to suit varying needs and engagement styles

Where appropriate, positive achievements may be shared with parents, carers, or partner providers.

Reward systems may occasionally be used during activities, including:

- team points
- stickers
- recognition awards
- positive group challenges

Staff will always aim to create an environment where children feel encouraged, included, and motivated to participate positively.

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5. Managing Challenging Behaviour

Where behaviour becomes disruptive, unsafe, or inappropriate, staff will respond calmly, consistently, and proportionately.

Staff recognise that behaviour is communication and will attempt to understand possible triggers, emotional needs, frustration, anxiety, sensory overload, or other underlying causes contributing to behaviour.

Staff will:

- remain calm and professional
- avoid confrontation or humiliation
- use respectful language
- use positive redirection where possible
- prioritise safety at all times

Where possible:

- behaviour will be addressed privately rather than publicly
- children will be encouraged to reflect on behaviour choices
- staff will support children in identifying positive alternatives

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6. Behaviour Support Process

Step 1: Verbal Reminder and Redirection

Children will be reminded calmly of behaviour expectations and redirected positively.

Where appropriate, staff will:

- speak privately with the child
- explain why behaviour is unsafe or inappropriate
- encourage reflection and positive choices
- provide support to re-engage positively

Step 2: Temporary Removal from Activity

If behaviour continues or safety becomes a concern, the child may be temporarily removed from the activity to allow time for de-escalation and regulation.

Children may:

- take a short supervised break
- access a quieter space where appropriate
- receive additional support from staff
- rejoin the activity once calm and ready

Where appropriate, alternative activities or additional supervision may be offered.

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Step 3: Escalation and Parent/Provider Involvement

In cases of sustained, escalating, unsafe, or aggressive behaviour:

- partner provider staff will be informed immediately
- parents/carers may be contacted
- the child may be removed from activities if safety cannot be maintained

Where necessary:

- additional behaviour support measures may be discussed
- an individual risk assessment may be implemented
- future participation arrangements may be reviewed collaboratively with parents/providers

Solar Squad Science reserves the right to refuse continued participation where the safety and wellbeing of others cannot be maintained.

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7. Serious or Unsafe Behaviour

Serious behaviour concerns may include:

- physical aggression
- bullying
- discriminatory behaviour
- deliberate unsafe conduct
- damage to equipment or property
- threatening behaviour
- behaviour placing others at risk

In these situations:

- activities may be paused
- additional staff support may be requested
- provider staff may be asked to assist immediately
- incidents may be formally recorded
- parents/carers may be informed

Safety will always remain the primary consideration.

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8. Bullying and Discriminatory Behaviour

Solar Squad Science does not tolerate:

- bullying
- intimidation
- discriminatory language
- racist behaviour
- sexist behaviour
- homophobic language
- deliberate exclusion of others

Any incidents will be addressed promptly, proportionately, and in line with safeguarding procedures.

Children will be supported to understand respectful behaviour and the impact their actions may have on others.

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9. Physical Intervention

Physical intervention will only ever be used as a last resort where staff believe action is necessary to:

- prevent injury to a child or others
- prevent serious damage to property or equipment
- safely manage dangerous situations

Any physical intervention must:

- be reasonable and proportionate
- use the minimum force necessary
- prioritise the child's dignity and safety
- cease as soon as the risk has reduced

Wherever possible:

- two staff members should be present
- additional support should be sought if required

Any incident involving physical intervention will:

- be recorded appropriately
- be reported to partner providers and/or parents where appropriate
- be reviewed by management

Solar Squad Science does not permit corporal punishment under any circumstances and physical intervention must never be used as:

- punishment
- intimidation
- humiliation
- behaviour control through force

All reasonable steps will be taken to ensure no child attending Solar Squad Science activities experiences corporal punishment from any individual on site.

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10. Staff Conduct

All Solar Squad Science staff are expected to model positive behaviour and professionalism at all times.

Staff must:

- communicate respectfully
- maintain appropriate boundaries
- act consistently and fairly
- support children positively
- follow safeguarding procedures

Staff must not:

- shout aggressively
- use humiliating or degrading language
- threaten children
- use intimidation
- use corporal punishment
- physically punish children
- engage in unnecessary physical contact

Any concerns regarding staff conduct will be handled in line with safeguarding procedures.

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11. Additional Needs and Inclusion

Solar Squad Science recognises that some children may require additional support with behaviour regulation, communication, emotional wellbeing, or participation.

Where behavioural needs, SEND requirements, or known triggers are identified in advance, reasonable steps will be taken to:

- support the child appropriately
- minimise avoidable distress
- adapt communication styles
- provide clear structure and expectations
- reduce known triggers where possible
- promote successful participation

We aim to create an environment where all children feel welcome, supported, and able to participate positively.

12. Partnership Working

Solar Squad Science works collaboratively with:

- schools
- holiday camps
- HAF providers
- parents/carers
- supervising staff

Partner providers remain responsible for overall supervision and behaviour management within their setting, and where sessions are delivered with one Solar Squad instructor, the provider must supply an appropriate assisting staff member to support supervision ratios, safeguarding, and behaviour management.

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13. Recording and Reporting

Significant behaviour incidents may be:

- recorded internally
- shared with partner providers
- discussed with parents/carers where appropriate

Records must include:

- date and time
- nature of the incident
- individuals involved
- actions taken
- outcomes

Incident records may also be used to:

- identify behavioural patterns
- support safeguarding monitoring
- identify potential underlying concerns requiring further support

Where safeguarding concerns arise, procedures outlined in the Safeguarding & Child Protection Policy will be followed.

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14. Review of Policy

This policy will be reviewed annually or sooner where necessary to reflect:

- operational changes
- safeguarding updates
- lessons learned from incidents
- changes in legislation or guidance

This policy reflects relevant safeguarding and welfare expectations outlined within the Early Years Foundation Stage (EYFS) and wider safeguarding guidance where applicable.

Contact Information

General Enquiries

- Email: hello@solarsquadscience.co.uk

Designated Safeguarding Lead (DSL)

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