

Discipline Policy: when working with children

Each child is unique, special and individual, and each child needs a different method of being dealt with. Therefore, we must:

- Ask why the child is behaving in this way.
- Ask God for wisdom, discernment and understanding.
- Decide the best method for disciplining and encouraging that child.
- Ask what encourages and builds children up.
- Work on each individual child's positive characteristics, and must not compare one child to another.
- Work on relationships.
- Be a good role model and set a good example.
- Take care to give quieter and well behaved children attention and we must not allow some children to take up all our time and energy – and not 'rewarding' bad behaviour.
- Not say things we don't mean, and we must stick to what we do say.
- Pray for the children and with the children

When working with children all staff and volunteers of the King's Church Wisbech will:

- a) Be insistent, consistent and persistent.
- b) **NEVER** smack, or hit a child.
- c) Discipline out of love **NEVER** anger.
- d) Not shout in anger or put down a child.
- e) Lay down ground rules for the children. The general rules will be:
 - a. Do not go outside the main meeting room without permission.
 - b. Ask a leader if you need to go to the toilets.
 - c. Be kind and considerate to others.
 - d. Obey instructions
 - e. No swearing
 - f. Talk to one of the leaders if you are worried or upset.
- f) Keep the ground rules simple and clear, and make sure the children understand what procedure will be taken if they are not kept.
- g) When disciplining a child talk to that child away from the group, not publicly.
- h) Never reject a child, just the behaviour.

We will deal with bad behaviour by:

- a) Changing our tone of voice.
- b) Separating children who have a tendency to be disruptive when together.
- c) Asking the child to sit right in front of the leader.
- d) Getting a helper to sit next to the child.
- e) Being pro-active and encouraging helpers to be pro-active and not waiting to be told to deal with a situation.
- f) Taking the child aside and talking to them, to challenge them to change, whilst encouraging them on their strengths.
- g) Warning the child that we will speak to their parents if they continue that behaviour.

If behaviour does not improve, we will:

- a) Warn them of the consequences
- b) Call the parents from the Main Meeting to discipline their child
- c) Ask the parents to remove them from that meeting early that week