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CAMP GAN YISROEL NSW

Chabad Youth NSW

Behaviour Policy

Aim

Camp Gan Yisroel NSW is committed to providing a safe, warm, respectful and inclusive environment where every camper feels valued, secure and able to enjoy camp to the fullest. This policy is built on a positive behaviour model that focuses on encouraging and reinforcing kind, respectful and responsible behaviour, rather than simply responding to misbehaviour.

We believe that every child can thrive when expectations are clear, relationships are warm, and good behaviour is consistently recognised and celebrated. Guided by Torah values of ahavas Yisroel, derech eretz and respect for every person as created b'tzelem Elokim, we strive to bring out the best in each camper.

This policy sets out the behaviour we encourage, the behaviour that is not acceptable, and the positive, fair and consistent way our staff respond to support every camper.

Who Is Affected by This Policy

- Campers
- Families and parents/guardians
- Staff, chaperones and volunteers
- Management

Related Policies

- Child Protection Policy
- Safeguarding Children Policies
- Interactions with Children Policy
- Child Safe Reporting Policy
- Staffing Arrangements Policy (Code of Conduct)
- Dealing with Complaints Policy
- Incident, Injury, Trauma and Illness Procedures

Our Positive Behaviour Approach

We model and teach positive behaviour through clear expectations, warm relationships, strong role-modelling by staff, and consistent encouragement. Our approach is built on the following principles:

- **Clear, shared expectations:** Camp expectations are explained to campers in a positive, age-appropriate way at the start of camp and reinforced throughout.

- **Catching the good:** Staff actively notice, praise and reward kind, helpful, respectful and inclusive behaviour.
- **Role-modelling:** Every staff member, chaperone and volunteer models the behaviour and middos we expect from campers.
- **Connection before correction:** Warm, trusting relationships are the foundation; we seek to understand the reason behind behaviour and respond with care.
- **Restorative, not punitive:** Where things go wrong, we focus on repairing relationships, learning, and helping the camper make better choices, rather than on punishment alone.
- **Dignity at all times:** We never use shaming, humiliation, harsh discipline, isolation as punishment, or any form of physical discipline.

Our Camp Expectations

Every camper is expected to:

- **Be kind:** treat fellow campers, staff and the camp community with respect, warmth and ahavas Yisroel.
- **Be safe:** follow instructions and safety rules, and act in a way that keeps themselves and others safe.
- **Be inclusive:** include others, welcome new friends, and ensure no camper is left out.
- **Be respectful:** look after the camp, its property, the environment and each other's belongings.
- **Be a mensch:** speak and act with derech erez toward everyone at all times.

Behaviour That Is Not Acceptable

The following behaviours are strictly prohibited by any camper at Camp Gan Yisroel NSW, at all times and in all camp settings (including dormitories, activities, meals, buses and excursions):

- **Bullying:** any repeated or deliberate behaviour intended to hurt, intimidate, exclude or upset another person — whether physical, verbal, social or online.
- **Teasing and put-downs:** name-calling, mocking, mimicking, sarcasm at another's expense, or any hurtful comments about a person, their family, background, appearance or abilities.
- **Physical contact and aggression:** hitting, pushing, kicking, tripping, rough or unwanted physical contact, fighting, or any threat of physical harm.
- **Exclusion:** deliberately leaving others out, spreading rumours, or turning others against a camper.
- **Intimidation and harassment:** threats, taunting, or any behaviour that makes another camper feel unsafe or unwelcome.
- **Damage and theft:** deliberately damaging, taking or interfering with property belonging to the camp or to others.
- **Cyber/online misconduct:** any of the above conducted via phones, devices or social media.
- **Unsafe behaviour:** any conduct that endangers the safety or wellbeing of any camper or staff member.

Camp Gan Yisroel NSW has a zero-tolerance approach to bullying, teasing and physical harm. Every camper has the right to feel safe and respected, and every camper shares the responsibility of upholding that for others.

How We Encourage Positive Behaviour

- Beginning-of-camp orientation explaining expectations in a fun, positive and inclusive way.
- Verbal praise and recognition for kindness, effort, inclusion and good middos.
- Reward and recognition systems (e.g. points, certificates, shout-outs, special privileges).
- Celebrating campers who act as role models and good friends.
- Strong, consistent role-modelling by all staff and chaperones.
- Building warm bunk and group relationships through team-building and ruach.

Responding to Behaviour of Concern

When a camper behaves in a way that does not meet our expectations, staff respond calmly, fairly, consistently and with the camper's dignity intact. Responses are always age-appropriate and proportionate. Our general approach:

1. **Redirect and remind:** the camper is gently reminded of expectations and given the chance to make a better choice.
2. **Conversation:** a calm, private conversation to understand what happened and why, and to guide the camper toward repair.
3. **Restorative step:** where appropriate, the camper is supported to apologise, make amends and rebuild the relationship.
4. **Staff escalation:** ongoing or serious concerns are escalated to head staff / the Camp Director.
5. **Parent contact:** for serious or repeated behaviour, parents/guardians are informed and involved.
6. **Serious incidents:** behaviour that seriously threatens the safety or wellbeing of others may result in removal from an activity and, in the most serious cases, being sent home from camp at the parents' expense.

Serious Behaviour

Behaviour involving violence, sustained bullying, deliberate endangerment of others, or any conduct that places a child at risk will be treated as a serious matter. It will be managed in line with the Child Protection, Child Safe Reporting and Incident procedures, and may result in the camper being sent home. The safety and wellbeing of all campers is our highest priority.

Staff Responsibilities

- Model positive behaviour, respect and middos at all times.
- Apply this policy fairly, consistently and without favouritism.
- Never use physical discipline, shaming, humiliation or harsh punishment under any circumstances.
- Supervise actively to prevent bullying and unsafe behaviour before it occurs.
- Listen to and take seriously any camper who reports being bullied, teased or hurt.
- Report and document behaviour concerns in line with camp procedures.
- Maintain confidentiality and uphold the dignity of every camper and family.

Working in Partnership with Families

We see parents and guardians as partners in supporting positive behaviour. We ask families to talk with their children about kindness and respect before camp, to inform us of anything that may help us support their child (e.g. behavioural or social needs), and to work with us constructively should a concern arise during camp.

Reporting Concerns

Any camper who feels bullied, unsafe or unhappy is encouraged to speak to any staff member, chaperone, the Welfare Officer or the Camp Director — they will always be listened to and helped. Parents with a concern should contact camp management, in line with the Dealing with Complaints Policy.

Sources

- Chabad Youth NSW Policies and Procedures
- National Quality Standard / Education and Care Services National Regulations
- NSW Anti-bullying and child-safe standards

Review

This policy will be reviewed annually. The review will be conducted by management, employees, families and interested parties.

Last reviewed: June 2026

Date for next review: June 2027