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| Grover Out of School Club |
| Behaviour Management |
| 1. Overview2. Disciplinary Procedure3. Physical Intervention4. Bullying5. Racism and Discrimination6. Exclusions |

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Behaviour Policy

The children work collaboratively with staff to create the setting’s rules. Each September new children join the setting. The rules are reviewed to give the new children a sense of ownership and reinforce the ethos that the play space belongs to the children and that they have a responsibility to behave socially and positively to build a community that they can be proud of. The rules are displayed for all to see and are a common talking point to help to familiarise all children and staff of what the expectations are for the play environment. Where conflicts arise between any groups or individuals practitioners will supervise whilst children calmly speak to one another and resolve conflicts. Staff will intervene if the dialogue is unproductive and positive outcomes are the focus of all incidents of conflict. Calm and reasonable discussion is praised and rewarded whilst negative or aggressive behaviour is reprimanded or potentially sanctioned in order to further promote children to see the benefit of reasonable discussion and compromise as well as respect for one another.

Children are not at any time permitted to be violent, deliberately destructive of property, abusive, intentionally offensive or to take any actions that are detrimental to the creation of positive relationships or a positive environment.

Dawn Carter (manager) is the named practitioner responsible for behaviour management. In her absence Sophie Burford (deputy manager) assumes executive responsibility.

Staff are required to attend relevant training relating to behaviour management and promoting positive behaviour. Behaviour is reinforced through praise and acknowledgement in the setting.

Staff will neither threaten nor carry out any corporal punishment against children at any time.

Disciplinary Procedure

Any behaviour that puts the well-being of others at risk will be addressed by staff. If following a verbal warning negative behaviour persists then a child may be sanctioned. In such an instance, the child will be notified of the reasons for the sanction as well as the timeframe where applicable. Following the conclusion of the sanction, the member of staff responsible for administering it will give a summary explanation to the child. This will be concise, clear and will address reasons why the negative behaviour occurred but must also involve reasonable discussion about what better choices could have been made that would have helped to avoid the behaviour arising in the first place. Should staff impose a sanction upon any child the focus is always to be on an improvement to future behaviour, rather than any damaged caused by previous negative acts. Children’s self-esteem should be paramount and practitioners will use positive language at all times.

Possible sanctions are:

Loss of privilege – Certain resources may be withheld from the child, particularly if this was a cause or an element that sparked the negative acts.

Cooling down time- The child will be asked to sit in a quiet, calm area until addressed by the practitioner’s again. It will be at the discretion of the practitioner where this area is and the practitioner may suggest something positive for the child to do whilst there. This sanction is reserved for aggressive or violent behaviour although will preferably be used prior to any physical incidents as a preventative measure.

Reparative justice- If there are any steps that the child could take to undo any negative consequences that their behaviour had then they will be asked to do so. This will help to build understanding and empathy as well as work towards improving damaged relationships.

Corporal punishment will never be used or threatened.

Physical intervention

When a child poses a significant physical risk to themselves or others, or causes criminal damage to the setting then it may be deemed necessary for a member of staff to restrain the child in question. These measures will only be undertaken as a last resort and only when deemed absolutely necessary. The child will be held securely, away from other children and any potential hazards. Effort will be taken to ensure that the restraint poses no threat of harm to either the child in question or the staff member. There will always be another adult present as a witness and no member of staff will be left alone restraining a child. The incident will be logged and the relevant parent/carer will be notified as soon as practicable (same day if possible).

Restraint will always be treated as a last resort and any other reasonable methods will be explored and exhausted first. Several members of staff have undergone certified training and in all possible incidences they will be responsible for performing any restraining techniques.

Corporal punishment will never be used or threatened. Restraint will involve no striking nor will it compose of any painful, damaging or life threatening holds under any circumstances.

Bullying

Bullying is not tolerated at Grover out of School Club. Repetitive or systematic acts which compromise the well-being or development of individuals or groups will be dealt with (or be suspected) practitioners will safeguard the victimised parties from any further immediate harm. The incident will be recorded, any appropriate sanctions will be put into place and parents of any and all children involved will be notified, in person, as soon as we are capable to do so. All staff will be apprised to enable the team to work together effectively to safeguard children.

Practitioners recognise that a common cause of bullying is unresolved damages to the perpetrating parties. Therefore any situations that are deemed to be bullying are dealt with sensitively. Children will never be villainised and where possible adult intervention will seek harmonious outcomes for all. We uphold children’s right to freedom of association however and will not enforce that any particular children must socialise with one another. Similarly children shan’t be segregated against their will unless practitioners deem this to be the only viable course of action to prevent further immediate harm.

Racism and Discrimination

As per our British Values we promote tolerance and mutual respect. Any prejudiced or biased attitudes are challenged whenever they arise. Negative treatment of any group or individual by any party is strictly prohibited. As the ages of children that attend the setting tend to range from four to twelve years of age, practitioners understand that children will have differing levels of comprehension of equality and the harm that discrimination can inflict. To this end we adopt a corrective method of tackling racist incidents within the setting rather than a punitive one. Practitioners favour an approach revolving around education and explaining the moral implications of discriminatory behaviour as opposed to sanctioning occurrences of racism. All incidents and the outcomes are recorded however, with the carers of any parties involved notified in person as soon as is reasonably practicable. Staff also model accepting behaviour throughout their practice to minimalize any events of racism. These procedures are to be applied to all cases of discrimination from one child (or group) to another, including but not limited to; racism, sexism, body shaming, disablism, classism, ageism, homophobia, islamophobia, anti-Semitism or any other religious prejudices.

Exclusions

In cases of repetitive negative behaviour that is detrimental to the well-being of either children or practitioners the incident may be addressed by the child in question being barred from future attendance.

If the senior leadership team feels that a single instance proposes a significant risk of ongoing harm to others then a child may be excluded after one such exceptional event.

In all regards every other means of reparation or management of the situation will be attempted exhaustively before the setting resolves to exclude a child.

Children that have been excluded are to be barred from admission effective from the end of the session that the decision was made and all such decisions are indefinite.

The parents/carers will be notified immediately through the most appropriate method of contact.

Where a child’s exclusion is a result of sustained endangerment to others over a period of time, all such incidents will have been recorded in addition to any and all remedial steps that practitioners will have undertaken over the course.

Throughout the process the setting will liaise with carers, using partnership working and where appropriate will work collaboratively alongside any other settings the child attends (including but not limited to, the child’s school).

Other exceptional instances that may lead to a child’s place being revoked are consistent failure to pay fees within a reasonable time or persistently aggressive or intimidating behaviour from parents.

Parents may consult our complaints policy or contact ofsted if they feel any decision has be made unjustly.