

Policy Statement

St. George's Aftercare provision believes in creating an environment where staff consistently manage and encourage positive behaviour.

We believe that children need to learn to consider the views, feelings, needs and rights of others, and the impact that their behaviour has on people, places and objects. The staff will strive to achieve this by encouraging, teaching and modelling correct behaviour and creating a positive environment with clear boundaries and expectation.

Procedures

Whilst at St. George's Aftercare provision we expect children to:

- Use socially acceptable behaviour
- Comply with Aftercare rules, which are compiled by the children attending the club
- Respect one another, accepting differences of race, gender, ability, age and religion
- Develop their independence by maintaining self-discipline
- Choose and participate in a variety of activities
- Ask for help if needed
- Enjoy their time in Aftercare
- Encourage positive behaviour

Positive behaviour is encouraged by:

- Staff acting as positive role models
- Praising appropriate behaviour
- Using rewards
- Informing parents about individual achievement
- Offering a variety of play opportunities to meet the needs of the children attending the setting
- Regularly reviewing and updating Aftercare rules with the children

It is inevitable that as children develop and learn, there are times when they need support and guidance to understand that their behaviour is not acceptable. Staff in the setting will try to determine the cause or triggers of the inappropriate behaviour to prevent the situation from recurring.

Dealing with inappropriate behaviour

- Challenging behaviour will be addressed in a calm, firm and positive manner.
- In the first instance, the child will be temporarily removed from the activity.
- Staff will discuss why the behaviour displayed is deemed inappropriate.
- Staff will give the child an opportunity to explain their behaviour, to help prevent a recurrence.
- Staff will encourage and facilitate mediation between children to try to resolve conflicts through discussion in negotiation.
- If the inappropriate behaviour appears to be as a result of boredom, staff will consult with the child to find activities that more fully engage them.

- Staff will consult with parents to formulate clear strategies for dealing with persistent inappropriate behaviour
- Corporal punishment or the threat of corporal punishment will never be used.

If after the consultation with parents/carers and the implementation of behaviour management strategies, a child continues to display inappropriate behaviour, the Managers may decide to exclude the child for a one-week period. The children will be able to return after this short break however, if the behaviour continues then the child will be permanently excluded from the setting by joint agreement with the Headteacher. A letter will be sent to the parent/carer outlining the decision.

Physical Intervention

Physical intervention will only be used as a last resort, when staff believe that action is necessary to prevent injury to the child or other, or to prevent significant damage to equipment or property. If a staff member has to physically restrain a child, the Headteacher will be notified and an Incident Form will be completed. The incident will be discussed with the parent/carer as soon as possible and in some cases the parent/carer may be asked to collect their children early from the club.

If staff are not confident about their ability to contain a situation, they should call the Head Teacher or a member of the SLT in their absence. All serious incidents will be recorded on a Serious Incident Form and parents/carers asked to sign the form. This may be used to build a pattern of behaviour, which may indicate an unknown underlying cause.

If a pattern of incidents indicates possible abuse, we will implement Child Protection procedures in accordance with our Safeguarding policy.

Bullying

St. George's Aftercare setting defines bullying as the repeated harassment of others through emotional, physical, psychological or verbal abuse:

- Physical: pushing, scratching, spitting, kicking, hitting, biting, taking or damaging belongings, tripping up, punching or using any sort of violence against another person
- Psychological: behaviour likely to create a sense of fear or anxiety in another person.
- Emotional: being deliberately unkind, shunning or excluding another person from a group or tormenting them. For example, making another person feel 'left out' of a game or activity, passing notes about others or making fun of another person.
- Verbal: name-calling, put-downs, ridiculing or using words to attack, threaten or insult. For example, spreading rumours or making fun of another person's appearance.

Staff, children and parents/carers will be made aware of the setting's position on bullying.

Bullying behaviour is unacceptable in any form. Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by a member of staff, and then discussed with the Head Teacher. A clear account of the incident will be recorded in an Incident form and parents/carers will be asked to sign the form. All staff members will be informed so that close monitoring of the victim and perpetrator can begin. Parents of both parties will be informed.

Preventing bullying behaviour

Members of staff at the Club will foster an anti-bullying culture in the following ways:

- Encouraging caring and nurturing behaviour
- Discussing friendships and encouraging paired, group or team play
- Encouraging children to report bullying without fear
- Discussing the issues surrounding bullying with the children, including why bullying behaviour will not be tolerated
- Exploring the consequences of bullying behaviour with the children.

Responding to bullying behaviour

The setting acknowledges that despite all efforts to prevent it, bullying behaviour may occur on occasion. If such incidents should occur, the setting will respond in accordance with the following principles:

- We will address all incidents of bullying thoroughly and sensitively
- Victims of bullying will be offered the immediate opportunity to discuss the matter with a member of staff who will reassure the child and offer support.
- They will be reassured that what they say will be taken seriously and handled sympathetically.
- Staff will support the individual who has been bullied, keeping them under close supervision, and checking their welfare regularly.
- If another child witnesses bullying and reports this, staff will reassure them that they have done the right thing. Staff will then investigate the matter.
- If a member of staff witnesses an act of bullying, involving children or adults in the setting, they will inform the Head Teacher.
- Children who have bullied will be helped by discussing what has happened, establishing why the child became involved. Staff will help the child to understand why this form of behaviour is unacceptable and will encourage him/her to change their behaviour.
- If bullying persists, more serious actions may have to be taken, such as exclusion from Aftercare.

All incidents of bullying will be reported to the Head Teacher and will be recorded on an Incident form. The Managers and staff will review the setting's procedures in respect of bullying, to ensure that practices are relevant and effective.

The setting does not accept any form of bullying by either children or staff.

This policy was reviewed January 2017

This policy will be reviewed January 2018