

# NETHER GREEN JUNIOR AFTER SCHOOL CLUB

## Behaviour Policy

COVID adjustment – Parents will be contacted if their child is regularly breaking social distancing rules set by the government as this puts them and other members of the club at risk. Behaviours that need regular close contact and physical intervention could temporarily be sanctioned in line with our unacceptable behaviours dependant on the age, stage and understanding of the child.

Staff will make sure children are fully aware of the changes to our club rules and allow significant time to settle into the new routine. They will support those that are struggling by offering reminders and giving that child more direct supervision whilst they adjust. Reasons for these new rules will be openly explained to the children referring to the spread of harmful germs.

### **Policy Statement:**

Nether Green Junior After School Club recognises the importance of using effective behaviour management strategies that promote and ensures childrens enjoyment and welfare. We will work in partnership with the school, wherever possible, to find out patterns of behaviour. We also aim to work together with parents/carers to manage behaviour using clear, consistent and positive strategies. The club rules are displayed at every session and are updated with the children every 6 months. We will not tolerate bullying, harassment or intimidation and parents/carers will be informed if bullying persists. (See our anti-bullying policy). The Club's designated member of staff responsible for behaviour management is [Tammy Nelson](#). Staff are supported by senior members of the team who will be experienced in behaviour management and know the children well.

### **Procedure:**

Whilst attending we expect children to:

- Use socially acceptable behaviour
- Comply with the Club rules, which are compiled with 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
- Report any issues to staff

### **Encouraging positive behaviour:**

To encourage positive behaviour, we ask staff to:

- Act as positive role models
- Praise appropriate behaviour
- Offer a wide variety of play opportunities to meet the needs of the children attending the Club
- Inform parents about individual achievements
- We will gauge appropriate behaviour by the individual child's age, level of understanding and specific needs. Those children who have recognised behavioural difficulties will be given extra support in the Club to help them manage their own behaviour. We recognise that there may be special circumstances, which might affect a child's behaviour, and we will deal with this appropriately.
- We recognise that teasing, as well as rough and tumble play are normal for young children and acceptable within limits (this may be banned at certain periods when it becomes more problematic). We regard these kinds of play as pro-social and not aggressive but we understand that some children may struggle with boundaries and put themselves and others at risk.
- We will develop strategies to contain play that are agreed with the children, and understood by them, with acceptable behavioural boundaries to ensure children are not hurt.
- We recognise that fantasy play also contains many violently dramatic strategies, blowing up, shooting etc., and that themes often refer to 'goodies and baddies' and as such offer opportunities for us to explore concepts of right and wrong.
- Unacceptable behaviour (including rudeness to staff) is quickly identified and dealt with positively.

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- Reasons are always explained to the child involved and good behaviour is always praised.
- Ground rules are displayed in the Club and are introduced to all children.
- Staff will praise the children and give positive encouragement wherever possible.

Unacceptable behaviour will be responded to,

- 1) Privately in an appropriate way, taking account of the child's level of understanding, asking them not to display this sort of behaviour and why.
- 2) Giving them time away from others, either by sitting or helping an adult or going into a different space so that they think about their behaviour (time depends on behaviour shown)
- 3) After this happens more than 3 times in a day parents are informed.
- 4) Details of more serious breaches will be recorded on an incident report, parents will be informed.
- 5) Behaviours displayed, that are currently identified as problematic for a specific child, may mean discussions with parent on collection, even if this behaviour is seen less than 3 times in a session.
- 6) Informing parents is child dependant. No staff should promise that a parent will not find out about the behaviour displayed. A senior may find this more worrying and wish to discuss the matter, e.g. behaviours that are occurring out of normality for that child/ problems at home.

Talk to the children involved, 2 members of staff may be needed (staff may need support with dealing with behaviour).

Some of these behaviours need direct sanctions, such as being banned from playing with the football because football is the antecedant for the unwanted behaviour. When other behaviours such as name calling are seen, children need to be warned of the consequences of this behaviour. Some behaviours may have an underlying reason, finding the reason may mean staff can work with the child to make it better.

### **Corporal punishment and Physical intervention**

Physical intervention will only be used as a last resort, when staff believe that the action is necessary to prevent injury to the child or others, or to prevent significant damage to equipment or property. If a member of staff needs to physically restrain a child, the manager will be notified and an **Incident record** will be completed. The incident will be discussed with the parent or carer as soon as possible. If staff, as well as seniors, are not confident about their ability to contain a situation, they should call the manager or, in extreme cases, the police.

All serious incidents will be recorded on an **Incident record** and kept in the safeguarding file or the child's personal behavioural file. This may be used to build a pattern of behaviour, which may indicate an underlying cause. If a pattern of incidents indicates possible abuse, we will implement child protection procedures in accordance with our **Safeguarding** policy. Corporal punishment or the threat of corporal punishment will *never* be used at the Club.

### **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 and negotiation.
- If the inappropriate behaviour appears to be because of boredom, staff will consult with the child to find activities that more fully engage them. Staff will inform seniors.
- Staff will consult with parents to formulate clear strategies for dealing with persistent inappropriate behaviour.
- We will not threaten any punishment that could adversely affect a child's well-being (eg withdrawal of food or drink - food is not a motivator or demotivator). If after consultation with

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parents and the implementation of behaviour management strategies, a child continues to display inappropriate behaviour, the Club may decide to exclude the child in accordance with our **Suspensions and Exclusions** policy. The reasons and processes involved will be clearly explained to the child.

- Any incident will be recorded in the incident book and the parent/carer informed of the incident on the day it occurred, or as soon as possible if the parent is not collecting. If child is in distress and a reason for the behaviour is not found, asking the parent to call later after discussing the incident with the child may prove useful in dealing with the situation.
- The incident will be discussed with the child and no further action may not be needed.
- More serious misbehaviour will be discussed with the parent/carer at the end of the session and recorded in an incident book, to be signed by the parent/carer.
- If the child continually endangers the health, safety or welfare of the other children or staff, a letter will be sent to the parent/carer. The committee will be informed of the situation but not informed of any personal information at this stage.
- If there has been no improvement, the parent/carer will receive a letter warning that, if the misbehaviour continues, there is a risk that the child may be excluded.
- Should the misbehaviour continue, the child will be excluded. This will be discussed between the management committee and the parent/carer and the child. When conditions are put in place so that the child may return to the Club, the management committee will review the situation and make a decision.
- In the event that, a child commits an action of such seriousness that a second chance is inappropriate, the management committee reserve the right to exclude that child immediately.
- Parents/carers have a right to appeal to the Manager or senior team in the first instance, then to the voluntary management committee.

This policy was adopted at a meeting of	Nether Green Junior ASC	name of setting
Held on	<hr/> March 2021	(date)
Date to be reviewed	<hr/> March 2022	(date)
Signed on behalf of the management committee	<hr/>	
Name of signatory	<hr/> Tammy Nelson	
Role of signatory (e.g. chair/owner)	<hr/> Manager	
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