

## Emmer Green After school Club Behaviour Management Policy

Emmer Green after school club uses effective positive behaviour management strategies to promote the welfare and enjoyment of the children attending the club. We aim to encourage socially acceptable behaviour, using consistent and clear boundaries and rules which are put together with the children and discussed regularly.

Whilst at after school club staff and children are expected to:

- Use socially acceptable behaviour and language
- Comply with the club rules and boundaries which are put together by the children and staff that attend the club
- Respect others. This means accepting each others differences of ethnicity, backgrounds, gender, ability, age and religion
- Play safely
- Help each other and ask others for help when needed
- Contribute to a fun and happy environment

We believe that by establishing clear age-appropriate boundaries, positive role modelling and leading by example from staff that children become aware of what is expected of them and incidents of unwanted or challenging behaviour can be minimised.

### Encouraging positive behaviour

At emmer green after school club positive behaviour is encouraged by:

- Staff acting as positive role models
- Praising good behaviour
- Providing stimulating and appropriate activities to meet the needs of all children attending the club
- Encouraging independence
- Delegating responsibilities around the club (tea time monitors/helpers, risk assessment monitors, tidy up monitors)

To avoid unacceptable behaviour we:

- Distract, discuss and praise good behaviour
- Use early intervention to avoid disagreements

- Use time out with adult support if needed
- Encourage children to settle disputes by compromise, negotiation and sharing
- Help children challenge bullying and report bullying
- Encourage children to empathise with other peoples feelings and understand the effects of their behaviour on others.
- Encourage responsibility, such as helping to tidy up, being a tea time helper in the kitchen, give suggestions of future planning.
- Encourage isolated children to integrate
- Build and maintain good relationships with all children to encourage children to talk to and trust adults.
- Promote our clubs values

## Unacceptable Behaviour

- Any form of Bullying
- Disrespectful/ destructive behaviour to others, staff and equipment.
- Any form of aggressive behaviour - hitting, punching, kicking, pushing
- Using abusive language

## Dealing with inappropriate behaviour

- Challenging behaviour will be addressed in a calm, firm and positive manner
- In the first instance the child may be temporarily removed from the activity or situation to discuss why the behaviour displayed is deemed inappropriate
- Staff will give the child an opportunity to explain/ reflect on their behaviour and discuss their feelings as well as how the behaviour/ actions affected other children around them to help prevent a recurrence.
- Details of behavior may be logged onto an Incident report depending on the situation and incident if appropriate
- Staff will discuss with parents about their child's behaviour and how it was dealt with at the end of the day and sign any incident report where necessary

If the child continues to display inappropriate behaviour

- The club manager will discuss with parents and agree a plan of action to improve behaviour. The club will formally note this.
- If there are persistent incidents of unacceptable behaviour, the club leader along with management committee will meet to discuss future attendance with parents.
- If the incident is particularly serious then the parents will be called promptly and a meeting will be held to discuss the incident and what action should be taken next.

Depending on the individual situation, seriousness of behaviour, and taking into account the safety and wellbeing of the other children attending the club, the club may decide to temporarily or permanently suspend the child from the club.

## Physical intervention

Physical intervention will only be used as a last resort, when staff believe that action is necessary to prevent injury to the other children or staff, or prevent significant damage to property. If a member of staff has to restrain a child this will be recorded on an Incident Record with the child's name, location, time, date, witnesses and a detailed explanation. Parents will be informed and requested to read and sign the incident record.

Corporal punishment or threats of corporal punishment will never be used at the club.

When managing behaviour it is important to:

- Recognise that children are learning to deal with a range of emotions and feelings.
- Acknowledge the age of the child and use appropriate interventions/ language for that child's age.
- Be consistent in applying agreed procedures
- If concerned or if in doubt about how to deal with behaviour, ask the club manager, deputy manager or a senior staff member for guidance.

## Bullying

Emmer green after school club considers any form of bullying to be unacceptable. We consider the word bullying to mean any behaviour towards another person with the intention to cause harm or upset to them.

Bullying can be seen as Emotional, Physical or verbal behaviour towards another child and could be face to face or through the use of technology eg- excluding another child, teasing, threatening, pushing, hitting, kicking, punching or use of any violence, name calling, sarcasm, homophobic or racist words gestures or taunts, sexually abusive comments.

Any incidents of bullying will be investigated and dealt with quickly and effectively.

- Staff will work to change the bullying behaviour and support the bullied child
- Incidents will be recorded and addressed with the individuals involved and parents may be asked to come in to discuss the problem.
- We would also talk to and work along with the child's school teachers to help prevent any bullying from continuing between settings.
- After the incident/incidents have been investigated and dealt with, we will monitor to ensure repeated bullying does not happen in future.

Related policies:

Safeguarding & child protection policy & procedure

British values policy

Play policy, Equalities and SEN Policy