

# The JR Sports Group

## Behaviour Policy



We believe that children and adults flourish best in an ordered environment in which everyone knows what is expected of them and children are free to develop their play and learning without fear of being hurt or hindered by anyone else. We aim to work towards a situation in which children can develop self-discipline and self-esteem in an atmosphere of mutual respect and encouragement.

Rules should remain consistent and age/development appropriate. Children will be encouraged to contribute to behavioural guidelines, as ownership is often accepted. Children will be guided to consider the following rules when planning what is acceptable behaviour:

Are dangerous or harmful or offensive to someone else – children or adults  
Make the child unwelcome or unacceptable to other people

Damage other people's or club's property

Behavioural expectations will be the same for everyone within the setting

Parents/carers will be made aware of the club's Behaviour Policy, any sanctions taken and discussions will take place to ensure that all parties are working together to ensure the child has a consistent environment.

The child will be made aware that it is the behaviour not him/herself that is at fault.

Strategies will be used to try to avert the problem, such as distraction, positive behaviour will be encouraged and rewarded.

Physical punishment will not be tolerated under any circumstances. Sanctions might include time out or withdrawal of a treat. If inappropriate behaviour continues The Club will look at the antecedents as this highlights the cause. Parents/carers will be involved and records of incidents will be kept and shared with parents.

If after discussions with the parents/carers and child, the inappropriate behaviour continues it may be necessary to exclude the child if the safety of others is compromised. If we had to use physical intervention, the parents/carers must be told and a pink form must be filled out and placed in the child file in a secure place.

### **Minor Misbehaviour Procedure**

Dealing with minor misbehaviour, interrupting or unkindness to another student or staff member – Staff should go about dealing with it in this order:

- Give the child a warning, that if repeated they will sit out
- If repeated child sits out for 1 minute
- If repeated, child sits out for 5 minutes and speak to parents at the end
- James needs to be informed if this happens

### **Suspensions and Exclusions**

Our club is committed to dealing with negative behaviour in a non confrontational and constructive manner. Wherever possible, disruptive or challenging behaviour will be tackled collectively between staff and children in the club. Such procedures are outlined in the behaviour policy.

Details of warnings, suspensions and exclusions will be recorded and kept on record. Each warning will be discussed with the child concerned and their parent/carer. All staff will be made aware of the warnings given to a child. As a last resort, the club has the right to temporarily suspend or permanently exclude a child in the event of persistent and irresolvable unacceptable behaviour.

Only in the event of an extremely serious or dangerous incident will a child be suspended from the club with immediate effect. In such circumstances, the child's parent/carer will be called immediately and ask them to collect their child. Children will not be allowed to leave till their parents/career has arrived.

James and another member of staff will arrange a meeting with the child concerned plus their parent/carer to decide if it will be possible for the child to return to the club. Suspensions and exclusions should be seen as consistent, fair and

proportionate to the behaviour concerned. In setting such a sanction consideration should be given to the child's age and maturity. Any other relevant information about the child and their situation should also be considered.

When there is no alternative action that could be taken, or when it is felt that other children and/or staff are potentially at risk. Where possible, the club will give parents/carers time to make alternative arrangements for childcare during this period of suspension. Staff should always keep parents/carers informed about behaviour issues relating to their child and attempt to work with them to tackle the causes of disruptive or unacceptable behaviour.

No member of staff may impose a suspension from the club without prior discussion with James. Staff will consult James as early as possible if they believe that a child's behaviour is in danger of warranting suspension or exclusion. When a suspension is over and before a child is allowed to return to the club, there will be a discussion between staff, the child and their parent/carer, setting out the conditions of their return. Working in partnership with the school is very important by working together. This could be relaying back to each other with important information about the child that we are caring for. It's always good practice to write the information in a book and place it in a secure place, so then Ofsted see that we are working together.

### **Anti-Bullying**

Bullying of any form is unacceptable in our club, whether the offender is a child or an adult. The victim is never responsible for being the target of bullying. Everyone involved in the club, staff, children and parents/carers, will be made aware of the club's stance towards bullying. Such behaviour will not be tolerated or excused under any circumstances.

The club defines bullying as the repeated harassment of others through emotional, physical, verbal or psychological abuse. Examples are:

**Emotional:** Being deliberately unkind, shunning or excluding another person from a group or tormenting them. For example, forcing another person to be 'left out' of a game or activity, passing notes about others or making fun of another person. **Physical:** Pushing, scratching, spitting, kicking, hitting, biting, taking or

damaging belongings, tripping up, punching or using any other sort of violence against another person.

**Verbal:** Name-calling, put-down, ridiculing or using words to attack, threaten or insult. For example, spreading rumours or making fun of another person's appearance.

**Psychological:** Behaviour likely to instil a sense of fear or anxiety in another person.

### **Preventing Bullying Behaviour**

The manager and the staff will make every effort to create a tolerant and caring environment in the club, where bullying behaviour is not acceptable. Staff will discuss the issues surrounding bullying openly, including why bullying behaviour will not be tolerated and what the consequences of bullying behaviour will be.

### **Dealing with Bullying Behaviour**

Despite all efforts to prevent it, bullying behaviour is likely to occur on occasion and the club recognises this fact. In the event of such incidents, the following principles will govern the club's response:

All incidents of bullying will be addressed thoroughly and sensitively.

Children will be encouraged to immediately report any incident of bullying that they witness. They will be reassured that what they say will be taken seriously and handled carefully. Staff have a duty to inform the manager if they witness an incident of bullying involving children or adults at the club.

If a child or a member of staff tells someone that they are being bullied, they will be given the time to explain what has happened and reassured that they were right to tell.

The individual who has been the victim of bullying will be helped and supported by the staff team. They will be kept under close supervision and staff will check on their welfare regularly.

Parents/carers will be called in alongside their child and steps to be taken ( refer to **Suspensions and Exclusions** ), all information to be written in the book and kept locked away.

### **Monitoring, evaluation and review**

The JR Sports Group will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout The JR Sports Group

Reviewed – 28/05/2023

Next Review by – 27/05/2024