

Discipline / Behaviour & Bullying Policy

During any Jimmy Grimboll's sessions, Breakfast club or Holiday club, a certain level of behaviour will be expected. The staff will create a positive environment with good relationships between staff and children that is a compromise between home and school. Children will be encouraged to be co-operative, kind and caring toward each other and the group's and school's resources, to ensure a safe and happy environment for all staff and children. Staff recognise the importance of positive and effective behavior management strategies in promoting children's welfare, learning and enjoyment.

The named person for Behaviour Management and the qualified Team Teach person is: Gina Gonzales

The aims of our Behaviour Management Policy are to help children to:

- Develop a sense of caring and respect for one another
- Build caring and co-operative relationships with other children and adults
- Develop a range of social skills and help them learn what constitutes acceptable behaviour
- Develop confidence, self-discipline and self-esteem in an atmosphere of mutual respect and encouragement.

Behaviour at Jimmy Grimboll's:

- Expectation of behaviour will be discussed regularly in group times and also when the need arises. These expectations will be explained to new children and to their parents / carers. The Staff aim to provide a play environment that ensures the children's right to play

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and learn without fear of being hurt or hindered by anyone else; one that positively encourages good behaviour.

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- Children at Jimmy Grimboll's will follow Club rules (see copy attached). All children will be actively involved in discussing and setting ground rules for the Club and will be encouraged to take responsibility for their own behaviour and its consequences. The Club's ground rules will apply equally to all children and staff and will be established by children and staff working together.
- Bullying of any description will not be tolerated and will be dealt with appropriately.
- Staff have a responsibility to actively encourage and reinforce desirable behaviour and to discourage and challenge unacceptable behaviour. Staff will promote the children's welfare and development by managing their behaviour in a variety of ways.
- Staff will ensure that groups of children or individuals are not associated with particular behaviour on the basis of gender, race, religion or class.

Behaviour Management Strategies:

- Positive behaviour will be reinforced with praise and encouragement. Staff will make every effort to set a positive example to children by behaving in a friendly and tolerant manner themselves, promoting an atmosphere where children and adults respect and value one another.

- **Negative behaviour will be challenged in a calm but assertive manner. In the first instance, staff will try to re-direct children's energies by offering them alternative and positive options. Staff will be open in stating and explaining non-negotiable issues.**
- **Staff will avoid shouting at work but the Club recognises that on occasion a shouted reminder could help avoid an injury or issue to become worse. In this case a correct tone will be used to inform the children of danger.**
- **Activities will be varied, well planned and structured so that children are not easily bored or distracted.**

❖ STOPS EATING

❖ IS FRIGHTENED TO SAY WHATS "WRONG"

❖ GIVES IMPROBABLE EXCUSES FOR ANY OF THE ABOVE

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures:

- **Report bullying incidents to manager.**
- **In cases of serious bullying, the incidents will be recorded by staff.**
- **The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.**

- **An attempt will be made to help the bully (or bullies) change their behaviour. The bully (or bullies) may be asked to genuinely apologise. Other consequences may take place, for example children whose behaviour is unacceptable will be given one to one adult support to help them work towards a better behaviour pattern. If possible the children will be reconciled.** *Venture Trails Ltd*
- **If after working with a child on an individual basis, staff are unable to resolve an ongoing problem with behaviour, parents / carers will be informed and will be asked to come in to attend a meeting to discuss the problem.**
- **In the event of a child repeatedly putting themselves or other children/staff at risk or preventing other children from benefiting from the activities on offer, parents/carers may be asked to remove their child from the Club, following a suspension or even exclusion.**
- **After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.**

The Club makes it clear that it is the Behaviour that is unacceptable and not the child.

Physical Restraint:

If a situation arises where the staff feel that a child poses a serious risk of personal injury to either themselves, other children or to an adult or serious risk of damage to property or equipment then they reserve the right to physically restrain them using recognised methods.

All such restraining will be recorded in the Incident Record Book and will be used for short periods of time only. Parents/carers will be immediately informed of such action and the reasons for such action being taken.

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Corporal Punishment:

Corporal punishment is never threatened, nor used by anyone connected with the Club. No form of punishment should ever be threatened, which could have an adverse impact on the child's well-being, nor is verbally humiliating children tolerated.

Suspensions and Exclusions:

This is seen as the last possible course of action by the Club and will only be adopted should all other courses of action result in no improvement in behaviour. See the Suspensions and Exclusions Policy for further details. Please note in the event of a child being suspended or excluded from the Club, two weeks payment will be charged to fulfil the child's placement at Jimmy Grimboll's.