

Suspension and Exclusion Policy

Jimmy Grimboll's 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 Management policy.

However, there are occasions when such strategies alone will not alter or prevent negative behaviour. In such cases, further action will be necessary, including reviewing a child's place at the Club, on either a temporary or permanent basis.

Persistent unacceptable behaviour from a child will result in them receiving a formal warning from staff about their actions.. Staff will explain to the child why their behaviour is unacceptable and the consequences of any further such incidents. Children will be encouraged to discuss their behaviour, to explain their actions, and helped to develop strategies to avoiding repeat incidents.

Details of all warnings, suspensions and exclusions will be recorded and kept on the Club's records. Each warning should be discussed with the child concerned and their parent / carer. All staff will be made aware of any 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 contacted immediately and asked to collect their child. Children will not be allowed to leave the premises until their parent/carer has arrived to collect them.

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After an immediate suspension has taken place, the Supervisor will arrange a meeting with the child concerned and their parents/carers to discuss the incident and decide if it will be possible for them to return to the Club.

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Suspensions and exclusions should be seen as consistent, fair and 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.

Children will only be suspended or excluded as a last resort, 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. Wherever possible, the Club will give parents / carers time to make alternative arrangements for childcare during the period of suspension.

Staff should always keep parents / carers informed about behaviour management 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 Management Team. Staff will consult the Management Team 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.

Exclusions:

To exclude a child would be seen as a last resort. Staff recognise the

fact that the problem is behaviour and not the child, and will endeavour to work with children to help them understand and modify their behaviour to ensure that they develop the appropriate social and personal skills to allow them to be integrated into the club.

Initially staff would attempt to resolve problems on an individual basis with the child within the club setting. If unable to resolve an ongoing problem the parents / carers will be asked to meet with the staff and Management Team to discuss their concerns and to be asked for their support.

Staff may monitor and record any problems, progress and incidents involving the child. These records would be shared with the parents / carers.

In extreme cases of repeated unacceptable behaviour which, after consultation with parents / carers, cannot be resolved with the club setting, the Supervisor will inform parents / carers that the issue will be taken to the Management Team to discuss the possibility of excluding the child from the Club. The parents / carers have the right to attend the meeting if they so wish.

The Company reserves the right to exclude children either permanently or for a period of time if they feel that it is necessary in order to safeguard the welfare and safety of the other children and adults involved in the Club.

In the case of a suspension or exclusion occurring, two weeks payment will be charged to fill the child's placement at Jimmy Grimboll's. These terms appear on the Behaviour Agreement which is to signed by both the child and the parent / carer before the child is to attend Jimmy Grimboll's.