



ALL STARS AFTER SCHOOL CLUB
www.allstarsclub.co.uk



BEHAVIOUR AND ANTI BULLYING POLICY

1. General statement of policy

At All Stars we believe that children thrive best where they know how they are to behave and are free from the fear of being hurt or unfairly restricted by anyone else. We endeavour to provide an environment for All Stars activities where there is acceptable behaviour and where children learn to respect themselves, other people and their environment.

All Stars has adopted Copplesstone Primary School's Behaviour and Anti Bullying Policies, as applicable. *'Staff' includes employees, visiting activity providers and volunteers.*

2. Rules

All Stars rules are primarily designed to ensure a calm and orderly atmosphere for learning to take place and for the safety of children and staff.

- Children should be well mannered to each other, staff and visitors at all times. They should listen and pay attention to adults who work with them when required to do so and show respect for individuals and property. Name calling, negative comments or bullying are unacceptable. They should play cooperatively.
- Children may not leave the premises during the club without written permission from their parent/carer. They should only leave the club area with permission from a staff member. When they are in the club they should always ask permission from a staff member before going to the toilet.
- Children should not run inside the school building.
- Children should not bring into the club any objects which might harm themselves or others. Sweets, fizzy drinks, toys, glass containers and jewellery other than stud earrings or watches are not allowed.

3. Rewards

Good behaviour is actively encouraged and rewarded. Achievements in all aspects of a child's life are celebrated.

Rewards will include:

- Verbal praise from staff and other children. This could be simple praise for a good answer or a thoughtful or helpful action, or public praise eg, highlighting a good piece of work.
- Positive comments shared with parents.
- Stickers, smiley faces and stamps.
- Opportunities to choose own activities as a reward for good behaviour.

4. Sanctions

In the event that our positive behaviour strategy fails to encourage the appropriate behaviour, All Stars has clearly defined sanctions for bad behaviour. The aim of these sanctions is to reinforce to All Stars After School Club BEHAVIOUR AND ANTI BULLYING POLICY

the child that there will always be a consequence to the way they behave, and so that staff can ensure the enjoyment and safety of everyone at All Stars.

Activity based procedures

| | |
|------------------------------|---|
| Level 1 Non verbal cue | The leader may use a range of non verbal cues to redirect a child back to their activity such as 'a look', 'pointing a finger' or 'raising an eyebrow'. |
| Level 2 Verbal cue | The leader may speak to a child in order to redirect them back to their activity. This may include: a warning, loss of privileges, highlighting positive behaviour of a role model. |
| Level 3 Grounding warning | If behaviour is disrupting an activity then the leader will give the child a formal first warning and tell them that they are in danger of being grounded and that this is very serious indeed. They should be told that they should make the correct choice and behave as expected immediately. |
| Level 4 Grounded | If the behaviour continues then the child will be grounded. They will be sent to the All Stars Play Leader who will determine the nature of the sanction based on the child's age and the severity of the behaviour. The All Stars Play Leader will complete an Incident Report Form, which will be sent to the parent/carer. |
| Level 5 Time out | If the child's disruptive behaviour continues after the above procedures have taken place, then the child will not be allowed to attend the club for a length of time agreed with the parent/carer, in discussion with the Headteacher. |

NB If behaviour is sufficiently serious staff members are at liberty to move to any level they feel necessary to ensure the safety and enjoyment of other pupils or staff.

5. Bullying

Bullying in any form is not acceptable at All Stars.

5.1 A definition of bullying

- Bullying is the wilful, conscious desire to hurt or frighten someone else. All bullying is aggression, either physical, verbal or psychological, although not all aggression is necessarily bullying.
- Bullying is aggressive, but more complex behaviourally than a punch up or foul language.
- Bullying in the form of emotional or psychological aggression is less visible, but very painful to the victim.
- Any behaviour which is not provoked or in self defence, but is the premeditated illegitimate use of power in order to hurt others, is bullying behaviour.

5.2 Recognising bullies

Children who bully are not easily recognised, but do tend to:

- have assertive, aggressive attitudes over which they exercise little control
- lack empathy; they cannot imagine what the victim feels
- lack guilt; they rationalise that the victim somehow 'deserves' the bullying treatment.

5.3 Recognising victims

Bullies pick on vulnerable children. Victims may be children who:

- are new to the club
- are different in appearance, speech or background from other people
- suffer low esteem

- demonstrate ‘entertaining’ reactions when bullies eg, tantrums, loss of control
- are more nervous or anxious.

6. Anti bullying action

6.1 Reporting the incident

All children are taught the ‘Protective Behaviours’ procedure through PSHE programme at school.

They are taught that:

- they can and should speak out if anyone is doing something to them they don’t like
- telling someone, anyone, is better than telling no-one
- they should tell someone when they feel unsafe.

6.2 Action to be taken

- Reported incidents of bullying will be treated with the utmost seriousness, whether reported by a child, parent or staff member and a record will be kept.
- The victim will be listened to and reassured that every effort will be made to stop the bullying.
- Staff will take action immediately to try and establish the facts of any reported incident. This will involve talking to the victim, the alleged perpetrator, other children, staff and any other identified or likely witnesses. Whilst information will be dealt with sensitively, confidentiality cannot be guaranteed.
- Staff will be actively involved in observing behaviour and collection of evidence which may support the allegation.
- If the bullying is confirmed, the bully will be dealt with in accordance with the All Stars behaviour policy (see above). The victim’s parent/carer will be informed of the steps being taken and the victim will continue to receive support whilst the situation is resolved.
- Support from outside agencies may be sought for the victim and/or bully if appropriate.
- Placement on the All Star/school’s register of concern may be considered appropriate for the victim and/or bully.
- All incidents of bullying will be reported to the All Stars Committee.

7. Related All Stars policies and forms

Incident/Accident Report Form

Date: *January 2015*

Signed:

Reviewed: *August 2015*

Signed: