

Behaviour Management and Bullying Policy



Primary Sports Giants recognises the importance of positive and effective behaviour management strategies in promoting children's welfare, learning, and enjoyment. We are committed to promoting a safe environment which is welcoming, and free from bullying.

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 cooperative relationships with other children and staff
- Develop a wide range of social skills
- Develop confidence, self discipline and self esteem in an atmosphere of encouragement and mutual respect

Behaviour Management Strategies

All Staff will manage behaviour in a clear, consistent, and positive strategy. The management of behaviour will be structured around the following principles;

- Staff and children will set a clear set of expectations on the first day of the club.
- When dealing with a behavioural problem, staff will always communicate in a clear, calm, and positive manner.
- Positive behaviour will be met 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.
- Staff should avoid shouting.
- Staff will open discussion with children about their behaviour. This will help the child understand the negative aspects of their behaviour and enable them to have input and be helped to think through the causes and effects of their actions.
- Staff will work as a team to discuss the incidents and resolve them collectively and consistently.
- Children who experience bullying, racism or any other unacceptable behaviour, will be given the confidence to speak out.
- Games will be varied, well planned and structured, so that children are not easily bored or distracted

Dealing with Negative Behaviour

When confronted with negative behaviour, staff will be clear to distinguish between 'disengaged', 'disruptive' and 'unacceptable' behaviour.

'Disengaged' behaviour may indicate that a child is bored, unhappy or unsettled. With a sensitive intervention, staff will often be able to re-engage the child into the games.

'Disruptive' behaviour occurs when a child's behaviour stops other children from enjoying themselves. Staff will discuss incidents and agree on the best plan of action to deal with this behaviour.

'Unacceptable' behaviour refers to non-negotiable actions, which may include discriminatory remarks, bullying, violence or destruction of equipment. Staff will be clear that the consequences, even if a first offence, will result in being removed from the session.

When an incident of negative behaviour occurs, staff will give the child or children a chance to discuss what led them to cause the situation. Staff will then explain to the child what was negative about their behaviour and that such actions have consequences for themselves and for others.

Staff will make every attempt to make sure the child understands what is being said to them. Children will be able to make amends for their behaviour and, unless judged inappropriate, be able to re-join the session.

In the event of the negative behaviour persisting, staff will follow the provisions of the Suspensions and Exclusions policy.

The Use of Physical Interventions

Staff will only use physical interventions as a last resort to diffuse a situation that they believe puts a child in immediate danger to themselves or others. Before this occurs, staff will use all possible non-physical interventions, such as dialogue and diversion, to deal with the behaviour.

- Only the minimum force will be applied to the child to calm the situation e.g. leading a child away from a situation by placing a hand or an arm around their shoulders.
- Staff will only use physical interventions as an act of care and protection, never as a means of punishment.
- As soon as the situation is safe, then the physical aspect will be relaxed to let the child gain self-control.
- The force of the intervention will be appropriate to the child's age, size and strength.
- When a physical intervention has been used, the incident will be recorded appropriately, and a parent will be notified as soon as possible.

Bullying

Updated Nov 2021

Everyone involved within Primary Sports Giants will be made aware of the Bullying Policy. Bullying in any form is unacceptable, whether the offender is a child or an adult, and the victim is never responsible for being the target of bullying. Such behaviour will not be tolerated or excused under any circumstances. Primary Sports Giants defines bullying as repeated harassment of others through emotional, physical, verbal or psychological abuse.

Emotional

Being deliberately unkind or excluding another child from a group or tormenting them; not letting others join in, or making fun of others etc.

Physical

Pushing, scratching, spitting, hitting, kicking, biting, taking or damaging belongings, tripping up, punching, or using any other sort of violence towards another child.

Verbal

Spreading rumours, making fun of, name-calling, put-downs, ridiculing, or using words to threaten or attack.

Psychological

Behaviour which is likely to instil a sense of fear or anxiety into another child.

Dealing with bullying behaviour

Despite all efforts to prevent it, bullying may still occur; therefore the following principles will be used:

- All bullying incidents will be addressed thoroughly and sensitively.
- Children will be encouraged to immediately report any incident of bullying that they experience or witness. They will be reassured that what they have said will be taken seriously and handled carefully.
- In most cases, the bullying behaviour can be managed by following the steps in this policy. The bully will be encouraged to discuss their behaviour and think through the consequences of their actions.
- The victim will be supported by the staff, and monitored throughout the remainder of the day.
- If bullying behaviour persists, then more serious actions will take place, as laid out in the Suspensions and Exclusions policy. Parents will be informed.
- Where bullying has caused physical harm to another child the decision to call the police may be made. The process of reporting the incident to the Designated Safeguarding Lead needs to continue to happen as would be done if there was suspected child abuse.
- A staff member will inform a parent of the children involved as soon as possible.
- All bullying incidents will be reported in the incident book

Training Completed by: Primary Sports Giants	<i>Tom Humphreys</i>	Date: 10/11/2021	Role: Founder
PSG Staff 1		Date:	Role:

PSG Staff 2		Date:	Role:
PSG Staff 3		Date:	Role:
PSG Staff 4		Date:	Role:
PSG Staff 5		Date:	Role:
PSG Staff 6		Date:	Role: