

## Managing Aggression and Challenging Behaviour including Bullying

The aim of the 123 Club is to provide a happy, safe and secure environment in which children are stimulated and respected.

We aim to promote the development of mutual respect within a structure that recognises a balance between rights and responsibilities.

### Key principals

- . to promote the development of the personal qualities of self respect and self esteem
- . to encourage the children to positively acknowledge their membership in a pluralist society in an atmosphere that promotes mutual respect
- . to establish a community wherein each person in the 123 Club is valued as an individual and where adults and children demonstrate mutual positive regard in their relationships
- . to create an atmosphere in which children are secure, safe and stimulated

### Code of conduct

Whilst following the rules as laid down by St Joseph's Primary School in the 123 Club we have expectations that our children should be encouraged to

1. Be kind
2. Be respectful
3. Be safe

Children will be discouraged from

- . running indoors
- . spitting
- . hitting or kicking

- . nipping

- . swearing

- . bullying

Acceptable behaviour is rewarded with sincere and frequent praise

- . verbal praise – ‘well done’, ‘good’ , ‘I like the way...’

- . non-verbal – positive eye contact, smiling, thumbs up

For those children who do not respond to this approach staff will apply sanctions for inappropriate behaviour in the following steps

- . hand sign

- . rule reminder

- . removal from situation or redirection to another area of play

- . time out for reflection on the behaviour (5-10 mins)

- . involvement of parent at collection (by manager)

- . formal letter to parents/carer

Staff will decide when and how to apply these sanctions . They not be followed in sequence depending on the nature and urgency of the situation.

### Bullying

Bullying of any form will not be accepted in the 123 Club.

#### Definitions of Bullying

- . emotional – being deliberately unkind, shunning or excluding someone from a group

- . physical – pushing, hitting, scratching, spitting, kicking, tripping, punching, or using any form of violence

- . verbal- name-calling, ridiculing, threatening or insulting
- . psychological – behaviour likely to instil a sense of fear or anxiety in another person

### Preventing Bullying Behaviour

The 123 Club makes every effort to promote a caring and tolerant atmosphere where bullying will not be accepted.

### Dealing with Bullying Behaviour

If bullying behaviour does occur the 123 Club does occur it will be dealt with in the following manner

- . all incidents of bullying behaviour will be addressed sensitively and thoroughly
- . if a staff member or child tells someone that they feel that they are being bullied they will be given the time to explain the situation and given reassurance that they were right to tell
- . the alleged victim of the bullying will be listened to, helped and supported by staff. They will be kept under close supervision and their welfare checked regularly
- . depending on the child's level of understanding the behaviour will be addressed by the manager. The manager will explain how these actions effect others and help them to understand what is right and wrong
- . the manager will inform parents/carers of all children involved at the earliest opportunity. If necessary a meeting will be facilitated .
- . all incidents of bullying will be handled with care and sensitivity