

## 48: Behaviour Management & Anti-Bullying

**Superkids recognises its responsibility and importance of consistent and positive behaviour management strategies in promoting children's welfare, learning and enjoyment of the club. Working in partnership with parents, we aim to support children's behaviour by developing strategies of support appropriate to each child, whilst balancing and maintaining the safety and enjoyment of all children who attend**

**The attitude and behaviour of all Superkids staff will be characterised by warmth, respect and encouragement towards each child and their parents/carers.**

Superkids believes in providing children with secure and consistent boundaries to ensure their safety and well-being.

Whilst at Superkids we expect children to:

- Use socially acceptable behaviour
- Understand and comply with the Club rules, which are created by the children themselves
- Respect one another, accepting differences of race, gender, ability, age and religion
- Develop their independence through self-discipline
- Choose and participate in a variety of activities
- Ask for help if needed
- Enjoy their time at the Club.

**The aims of our Behaviour Management policy are to:**

- Help children develop a sense of caring and respect for one another.
- Encourage co-operative relationships with other children and adults and to also encourage respect for each other.
- Encourage the development of social skills and help children learn what constitutes acceptable behaviour.
- Help children develop confidence, self-discipline and self-esteem in an atmosphere of mutual respect and encouragement.

### **Encouraging positive behaviour**

Staff encourage good behaviour consistently and positively, setting limits for children and supporting other team members by:

- Staff acting as positive role models
- Reinforcing appropriate behaviour by noticing and praising it
- Promoting positive behaviour in all children through reward such as positive behaviour charts, Golden Time or Stickers.
- Informing parents and carers about individual achievements
- Challenging any unacceptable behaviour and using distraction techniques to defuse a potentially explosive situation between children to ensure their safety
- If necessary, discussing a child's behaviour with their parent/carer to ascertain if there any underlying issues we may have missed
- Informing parents about individual achievements
- Offering a variety of play opportunities to meet the needs of children attending the Club.

It is inevitable that as children develop and learn, there are times when they need support and guidance to understand that their behaviour is not acceptable. Staff at the Club will try to determine the cause or triggers of the inappropriate behaviour to prevent the situation from recurring.

### **Behaviour Management Strategies**

Superkids, the manager and the staff team will manage behaviour according to clear, consistent and positive strategies. Parents/carers are encouraged to contribute to these strategies, raising any concerns or suggestions. There is a named staff member who is responsible for behaviour management issues, who supports staff and accesses training and specialist advice if needed.

The Manager:

- Acts to ensure the safety and welfare of the children in the setting

- Allocates a member of staff to be with any child whose behaviour is giving cause for concern
- Discusses with parent of the child whose behaviour is giving cause for concern and offers support to agree an action plan
- Manager and Staff will work as a team by discussing incidents and resolving to act collectively and consistently.

**Behaviour management in the setting will follow these steps:**

- Unacceptable behaviour will be addressed in a calm, clear and positive manner.
- In the first instance, staff will remind the child that their behaviour is not acceptable
- Staff will engage in a private discussion with the child about why the behaviour displayed is deemed inappropriate. This will help them to understand the negative aspects of their behaviour as well as enable them to have their say and be helped to think through the causes and effects of their actions.
- Staff will give the child an opportunity to explain their behaviour, to help prevent a recurrence.
- Staff will encourage and facilitate mediation between children to try to resolve conflicts through discussion and negotiation.
- If the inappropriate behaviour appears to be as a result of boredom, staff will consult with the child to find activities that more fully engage them and reflect on the environment, set up and suitability of play opportunities
- Staff will consult with parents to formulate clear strategies for dealing with persistent inappropriate behaviour.
- Staff will seek support wherever necessary from the child's class teacher or other professional known to the family
- No staff member will ever threaten any punishment that could adversely affect a child's well-being (eg withdrawal of food or drink, isolation).
- Staff will always promote the dignity of, and respect for, the child in handling behaviour incidences; shouting at and physical punishment will never be used.
- Staff are strictly forbidden to administer physical punishment of any sort, such as smacking, slapping, dragging or shaking a child. If a staff member commits any act of violence, abuse or any of the above on a child they will be treated as Gross Misconduct,
- If after consultation with parents and the implementation of behaviour management strategies, a child continues to display inappropriate behaviour that poses a risk to themselves, staff or other children or property, the Club may decide to exclude the child in accordance with our **Suspensions and Exclusions** policy. The reasons and processes involved will be clearly explained to the child wherever appropriate and in line with the parent's wishes

**Dealing with Negative Behaviour**

Negative behaviour will be challenged in a calm but assertive positive 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 encourage and facilitate mediation between children to try to resolve conflicts by discussion and negotiation. When confronted with negative behaviour, staff will be clear to distinguish between 'disengaged', 'disruptive' and 'unacceptable' behaviour. Staff will always communicate in a clear, calm and positive manner.

'Disengaged' behaviour may indicate that a child is bored, unsettled or unhappy. With sensitive interventions, staff will often be able to re-engage a child in purposeful activity.

'Disruptive' behaviour describes a child whose behaviour prevents other children from enjoying themselves. Staff will collectively discuss incidents and agree on the best way to deal with them.

'Unacceptable' behaviour refers to non-negotiable actions and may include discriminatory remarks, violence, bullying or destruction of equipment. Staff will be clear that consequences will follow from such behaviour.

When an incidence of negative behaviour occurs, staff will listen to the child or children concerned and hear their reasons for their actions. Staff will then explain to the child or children what was

negative about their behaviour and that such actions have consequences for both themselves and for other people.

Staff will make every attempt to ensure that children understand what is being said to them. Children will always be given the opportunity to make amends for their behaviour and, unless it is judged inappropriate, be able to re-join the activity.

In the event that unacceptable behaviour persists, more serious actions may have to be taken in accordance with the Suspensions and Exclusions policy. At all times, children will have explained to them the potential consequences of their actions.

### **Steps for Dealing with Persistent Behaviour**

Where a child *persistently* behaves inappropriately, Superkids will implement the following procedure using constructive behaviour management techniques. We will involve staff, parents and children to tackle disruptive and challenging behaviour collectively.

We acknowledge that some children will require additional support in order to achieve acceptable levels of behaviour. Where we identify a child with these needs, we will work closely with the parents or carers to deal with the inappropriate behaviour in accordance with our **Behaviour Management** policy.

1. Give the child a formal warning; staff will explain why the behaviour is unacceptable along with the consequences of further incidents.
2. Staff will encourage the child to discuss their behaviour, to explain their actions and to identify strategies for avoiding such incidents in the future.
3. Details of formal warnings, suspensions and exclusions will be recorded on an **Incident record** and kept in the child's records.
4. The formal warning will be discussed with the child's parents, and all staff will be notified.

Staff will inform the manager if a child's behaviour warrants suspension or exclusion. We will only suspend or exclude a child from the Club as a last resort, when all other behaviour management strategies have failed or if we feel that children or staff are at risk.

Suspensions and exclusions will be fair, consistent and appropriate to the behaviour concerned, and will take account of the child's age and maturity as well as any other factors relevant to the child's situation. If appropriate, we will seek advice from other agencies; this may include accessing funding for additional support.

### **Suspensions and Exclusions**

**Temporary suspensions** will be applied in the following situations:

- Where formal warnings have failed to improve a child's persistent, challenging and unacceptable behaviour.
- In the event of an extremely serious or dangerous incident we will suspend a child with immediate effect. We will contact the parents and ask that the child be collected immediately. Immediate suspensions require the manager's agreement.

The Club may temporarily suspend the child for a period of up to 15 consecutive days. If the Club takes this step, we will discuss our concerns with the parents/carers in order to work together to promote a more desirable pattern of behaviour.

At the end of the suspension period the manager will meet with the parents/carers and the child, in order to agree any conditions relating to the child's return to the Club.

**Permanent Exclusion** in exceptional circumstances, and only when all other attempts at behaviour management have failed, it may be necessary to permanently exclude a child from the setting. If a child is excluded from the Club, the parents/carers will be given a verbal and written explanation of the issues and subsequent actions. They have the right to appeal to the Club Manager against the exclusion within 14 days of receiving written notification of the exclusion.

### **The Use of Physical intervention**

The safety of other children must not be put at risk. Staff will use physical interventions only as a last resort if they have reasonable grounds that immediate action is necessary to prevent a child from significantly injuring themselves or others, or to prevent serious damage to property. Before reaching this stage, staff will have used all possible non-physical actions, such as dialogue and diversion, to deal with the behaviour. The child or children concerned will be warned verbally that physical intervention will be used if they do not stop.

A dialogue will be maintained with the child or children at all times, so that the member of staff can explain what they are doing and why they are doing it. Staff will make every effort to avoid the use of physical interventions if they are alone with the child or children.

Only the minimum force necessary to prevent injury or damage should be applied. For example, by leading the child away by a hand or by an arm around their shoulders.

Staff will use physical intervention as an act of care and control and never punishment. Physical interventions will not be used purely to force a child to do what they have been told or when there is no immediate risk to people or property.

As soon as it is safe, the physical intervention should be gradually relaxed to allow the child or children to regain self-control.

Where a member of staff has had to intervene physically to restrain a child, the manager will be notified, and the incident recorded in the Incident Record Book. The incident will be discussed with the parent/carer at the earliest possible opportunity.

If staff are not confident about their ability to contain a situation, they should call the manager or, in extreme cases, the police.

All serious incidents will be recorded on an **Incident record** and kept in the child's file. This may be used to build a pattern of behaviour, which may indicate an underlying cause. If a pattern of incidents indicates possible abuse; we will implement child protection procedures in accordance with our **Child Protection (Safeguarding policy)**.

If a staff member commits any act of violence or abuse towards a child at the setting, serious disciplinary action will be implemented, according to the provisions of the Staff Disciplinary & Grievance Procedures Policy.

Superkids has a Behaviour Coordinator (BECO) who is responsible for supporting team with advice and positive behaviour Management Strategies. They would support team to develop and implement behaviour plans for children where appropriate.

### Corporal punishment

Corporal punishment or the threat of corporal punishment will *never* be used at Superkids. We will take reasonable steps to ensure that no child who attends our Club receives corporal punishment from our staff or is in regular contact with the child or is on the premises.

<b>Superkids Behaviour Coordinator (BECO) is</b>	<b>CLUB MANAGER</b>
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This Policy is adopted by: Superkids Club Ltd	Signed by: (Director) <b>Jo Murray</b>
Issue Date: 02/01/2026	Review Date: September 2026

Written in accordance with the *Statutory Framework for the Early Years Foundation Stage (2025): Safeguarding and Welfare Requirements: Supporting and understanding children's behaviour [3.73-3.75] and Safeguarding Training [3.30]*.

## 23: Anti-Bullying

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**Superkids is committed to providing an environment for children that is safe, welcoming and free from bullying. Bullying in any form is unacceptable at Superkids, whether the offender is a child or an adult. The victim is never responsible for being the target of bullying.**

We aim to ensure that Superkids is a safe, caring and happy place to be where mutual understanding and respect for each other is encouraged.

Our aim is to ensure that all children learn and develop in a supportive environment without fear of being bullied. Bullying behaviour is unacceptable and will not be tolerated. Everyone involved at Superkids including staff, children and parent/carers, will be made aware of the setting's stance towards bullying. Such behaviour will not be tolerated or excused under any circumstances. Bullying of any form is not tolerated in our club, whether carried out by a child or an adult.

Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff informed, and then reported to the manager. An account of the incident will be recorded in an **Incident log**. All staff will be informed so that close monitoring of the victim and bully can begin. Parents of both parties will be informed.

Staff at Superkids are trained and supported to understand and support children's behaviour in an appropriate way and recognise when children's behaviour may be a sign that something isn't quite right.

### **Definition of Bullying**

All staff must be alert to the signs of bullying and act promptly against it. Superkids define bullying as deliberately hurtful behaviour, (repeated, over a period of time, where it is difficult for those being bullied to defend themselves. The four main types of bullying are:

- **Physical:** Pushing, scratching, spitting, kicking, hitting, biting, taking or damaging belongings, tripping up, punching or using any sort of violence against another person.
- **Psychological:** Behaviour likely to create a sense of fear or anxiety in another person.
- **Emotional:** Being deliberately unkind, shunning or excluding another person from a group or tormenting them. For example, making another person feel 'left out' of a game or activity, passing notes about others or making fun of another person.
- **Verbal:** Name-calling, put-downs, ridiculing or using words to attack, threaten or insult. For example, spreading rumours or making fun of another person's appearance.

### **Preventing Bullying Behaviour**

Superkids will foster an anti-bullying culture and create a tolerant and caring environment by:

- Encouraging caring and nurturing behaviour by all: children and adults
- Discussing friendships and encouraging group and team play
- Encouraging children to report bullying without fear
- Discussing the issues surrounding bullying with the children, including why bullying behaviour will not be tolerated
- Exploring the consequences of bullying behaviour with the children.

### **Dealing with Bullying Behaviour**

Despite all efforts to prevent it, bullying behaviour is likely to occur on occasion. If a case of bullying behaviour is identified, we will follow our behaviour management policy, encouraging positive behaviours and actions. The manager will work closely with Playworkers and parents to develop appropriate strategies. These may include:

- All incidents of bullying will be addressed thoroughly and sensitively.
- Discussing appropriate behaviour and being kind to each other at circle times and adult focused activities.
- Praising and encouraging socially acceptable behaviour.
- Children will be encouraged to immediately report any incident of bullying that they witness. They will be reassured that what they say will be taken seriously and handled carefully.
- Staff have a duty to inform the manager if they witness an incident of bullying involving children or adults at the setting.
- If a child or a member of staff tells someone that they are being bullied, they will be given the time to explain what has happened and reassured that they were right to tell the staff member.
- The individual who has been a target of bullying will be helped and supported by the staff team. They will be kept under close supervision and staff will check on their welfare regularly.
- In most cases, bullying behaviour can be addressed according to the strategies set out in the Behaviour Management policy. The child will be encouraged to discuss their bullying behaviour and think through the consequences of their actions. Where appropriate, they will be encouraged to talk through the incident with the other person concerned.
- Where bullying behaviour persists, more serious actions may have to be taken, including the possibility of suspension or exclusion.
- A member of staff will inform the parents/carers of all the children involved in a bullying incident at the earliest possible opportunity. If appropriate, staff will facilitate a meeting between the relevant parents/carers. At all times, staff will handle such incidents with care and sensitivity.
- All incidents of bullying will be reported to the manager and will be recorded in the Incident Record Book. In the light of reported incidents, the manager and other relevant staff will review the setting's procedures in respect of bullying.

We will ensure we implement measures so that the child being bullied feels safe and supported.

Children contribute to building their own rules for the setting to manage behaviour as a group

We do not agree with labelling children as 'bullies' or 'victims'

If a team member feels that they are being bullied, they must report it immediately to their line manager. Superkids reserves the right to terminate a child's place should the parent / carer display offensive or aggressive behaviour towards other children or adults. Any staff behaviour that is deemed as aggressive or offensive will be investigated and may lead to the staff disciplinary procedure.

## Related policies

Equalities policy, Suspensions and Exclusions policy

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