SCIO

**Behaviour & Anti-Bullying Policy**

Group Name: Springfield Out of School Care Club (SCIO)

Address of Premises: 141, Springfield Road

Linlithgow

EH49 7SN

Policy Reviewed: October 2023

Signed \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name Kevin Dorrian\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Chairperson

SOOSCC 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 SOOSCC activities where there is acceptable behaviour and where children learn to respect themselves, other people and their environment.

SOOSCC are also committed to providing a safe and friendly environment for all employees; all employees have the right not to be bullied or harassed and have the right to complain should this occur. The procedures to be followed in the case of a member of staff being bullied can be found under “Harassment at Work” in the Equality and Diversity Policy.

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

Bullying of any kind is against the children’s rights (UNCRC) as well as Equality Act (2010)

**Rules**

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 while being dropped off or collected by staff from the club.

Children should not bring into the club any objects which might harm themselves or others. Fizzy drinks, glass containers and jewellery other than stud earrings or watches are not allowed at club.

**Rewards**

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.

Positive comments shared with parents.

Stickers, smiley faces and stamps.

Opportunities to choose own activities as a reward for good behaviour.

**Consequences**

In the event that our positive behaviour strategy fails to encourage the appropriate behaviour, SOOSCC has clearly defined consequences for unacceptable behaviour. The aim of these consequences is to reinforce to 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 SOOSCC.

1, Practitioner may speak to the child regarding unacceptable behaviour and promote good behaviour reflecting positive role model, repeating rules of the club.

2, Practitioner will speak to the child and advise of consequences of behaviour continues, first warning.

3, Practitioner will again speak to the child and may ask that child to go to another activity or have some thinking time, again being reminded of unacceptable behaviour, second warning.

4, If the practitioner has to speak to the child and issue a third warning the child will be given a consequence depending on the age of the child and severity of the unacceptable behaviour. Parents will be informed, and a report will be written and recorded.

5, If a child’s behaviour is extreme and the above procedures have been followed the child may be removed from the club for a period of time, discussion with committee and parents on agreement will be made and written and recorded. Adhering to the Data Protection Act 2018 (GDPR) and the club’s confidentiality policy.

**Bullying**

Bullying can be described as deliberate hostility or aggression towards another with the specific intention of hurting that person. It usually takes place over a period of time and can result in physical and emotional distress to the victim. It is recognisable in many forms:

**Physical** – kicking, hitting, pushing or any other form of violence

**Verbal** – name calling, spreading rumors, teasing, racial abuse, making

threats

**Emotional** – excluding, tormenting, humiliating

**Sexual** – unwanted physical or sexually abusive comments

**Cyber** – threatening or abusive phone calls, texts, e-mails, Facebook posts, private messages.

**Recognising bullying**

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

**Prejudice- based bullying**

Perceived or actual differences can lead to behaviour and language that could manifest into racism, sexism, homophobia, biphobia or transphobia or prejudice and discrimination towards disability or faith.

**On-line bullying**

Children and Young People need to be aware of far-reaching consequences of posting inappropriate or harmful content online. Example: Abusive behaviour and sexual harm (Scotland) Act 2016 criminalises, non-consensual sharing of intimate images

**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 bullied eg, tantrums, loss of control

Are more nervous or anxious

**Responding to attempted bullying behaviour**

May attempt bullying without impact however behaviour should still be challenged and not ignored. For example:

Use of homophobic or other derogatory language, this may not impact the person it is aimed at yet challenge required as language itself maybe unacceptable and could impact other people.

**Responding to Bullying**

All members of staff have a responsibility to respond quickly and effectively to incidents of bullying. To ensure that this responsibility can be met it is advised to follow these guidelines:

Ensure that the children and young people you are working with are aware that bullying will not be tolerated or ignored

Ensure that the children and young people know that they will be supported if they disclose an incident

Where appropriate, invite parents or carers of all children and young people involved to a meeting to discuss the problem, and if necessary and appropriate, inform the police

Ensure that all incidents are recorded appropriately, and any agreed actions are followed through

**Supporting Victims of Bullying**

Offer an immediate opportunity to discuss the experience with a member of staff

Reassure the child or young person that appropriate action will be taken

Support the child or young person in rebuilding their self-esteem and confidence

**Supporting children and Young People Who Bully**

Children and young people who bully others must learn that bullying is unacceptable, and that there are consequences for this type of behaviour and be provided with support and encouragement to change their behaviour through discussion, positive role models and trying to establish why the young person has resorted to bullying and explaining why their behaviour needs to change.

Helen Anderson