Faenol Playgroup CIC

Policy Reference Number: 09

Behaviour Management Policy and Procedures

In line with the Rights of Children and Young Persons (Wales) Measure 2011 and the UN Convention on the Rights of the Child we believe that children in our care have the right to feel safe and valued as individuals, and it is our policy to model and promote behaviour that encourages mutual respect. We expect good behaviour from the children. We try to achieve this through encouraging and praising good behaviour. We value and respect the children and through example and discussion (when appropriate and applicable), we motivate the children to respect themselves, each other, adults, property and play equipment. We apply simple rules fairly and consistently. We aim to provide a happy caring environment with fun and age appropriate activities. Children will always be offered choices in the activities provided for them.
It is our policy that everyone who attends, works in or visits *Faenol Playgroup CIC* has the right to enjoy the service we provide and all who attend our provision are expected to conduct themselves in a manner that is mindful of the presence of children.

It is the policy of Faenol Playgroup CIC that no physical punishment – or the threat of it - is used to moderate children's behaviour. Children are never shaken, smacked, humiliated, shouted at, intimidated or shamed. Restraint, or holding, is never used except when necessary to avoid or prevent personal injury to the child, other children or an adult, or serious damage to property.

Procedures for promoting good behaviour:

We will provide a calm and stimulating environment to promote good behaviour. Staff will set a good example by speaking to one another in a pleasant manner.

- Rules and boundaries will be clear and each child and parent will be aware of them.
- Good behaviour will be recognised and rewarded with praise.
- Unacceptable behaviour will be redirected into something more constructive.
- No child will ever be smacked, shouted at, shaken or humiliated in any way.

Good behaviour will be encouraged by:

- Interaction and plenty of positive adult attention.
- Good behaviour will be celebrated
- Provision of a wide variety of activities and opportunities for children
- Clear expectations applied in a positive way and leading by good example.
- A child's age and understanding will be taken into account before taking action about unwanted behaviours. The sanctions given at the time will be fair and relevant to the behaviour.

We do this by:

- Operating an effective equality and inclusion policy.
- Recruiting and employing staff who understand what is and isn't acceptable behaviour, and maintaining currency of training.
- Ensuring our staff (including volunteers and students on placement) present positive role models and attitudes.
- Encouraging children to learn what is right and wrong, and involving them as they are able, in discussions about what is acceptable and what is not acceptable behaviour.
- Encouraging children to talk about their feelings, and learn to express them in appropriate ways, learning independent self-discipline.
- Working with parents/carers to understand and modify children's behaviour that is unacceptable.

When a child's behaviour is unacceptable we respond by:

- Intervening as soon as an incident occurs.
- Establishing eye contact and using appropriate language with any child involved.
- A child may be removed from their current activity, and settled in another, as the situation demands.
- Ensuring privacy and dignity as appropriate and taking into account a child's level of understanding and any personal issues that may have an impact.
- Showing support for any victim as appropriate.
- Recording significant incidents and any action taken, informing parents/carers when they collect their child.
- All explanations will be kept as short as possible so not to overwhelm the child.
- Explanations will be given as to how situations could have been handled differently.
- Appropriate activities, such as circle time, stories, role-ply etc will be used to support behavior management without directing the action to the child.
- The parent will be informed of any inappropriate behavior without the child being present (if appropriate)
- Bullying will not be accepted. (Please see Anti-Bullying Policy)

If unacceptable behaviour continues, staff will monitor and record the child's progress and share information with the child's parent/carers and any relevant external professionals who may be involved. Information sharing is in line with the confidentiality policy.

This **Behaviour Management** Policy and procedure was passed for use in Faenol Playgroup CIC

On: 5/11/19

By: Signature: Position:

Date of planned review: October 2020