



Behaviour Management Policy and Procedure (including anti-bullying)

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 the children in our care have the right to feel safe and valued as individuals. It is our policy to model and promote behavior that encourages mutual respect.

It is the policy of Trelawnyd Little Learners 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.

It is the policy of Trelawnyd Little Learners to challenge any bullying that may be perceived during operational hours.

It is our policy that everyone who attends, works in or visits Trelawnyd Little Learners 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.

We do this by:

- Operating an effective equality and inclusion policy
- Recruiting and employing staff who understand what is and is not acceptable behaviour
- Keeping our staff training up to date
- Ensuring our staff present positive role models and attitudes
- Applying a positive approach to managing children's behaviour which is based on praise and encouragement, and planning activities that maintain engagement with children
- Encouraging children to learn what is right and wrong, and involving them if 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

- Having a safe space for children to feel their feelings and having resources available to promote calming down and self regulation (e.g. sensory bottles, sensory lights, fidget toys)
- Observing children within our daily routines, noting any changes of behaviour, and looking for 'triggers' such as hunger, tiredness or frustration
- Using our individual observation as an opportunity to monitor, encourage and praise desired behaviour from the child
- Celebrating examples of good behaviour
- Working with parents / guardians to understand and modify children 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 age appropriate language with any child involved
- A child may be removed from their current activity and settled in another
- Helping children understand that it is their specific acting / behaviour we do not like, not the child
- Ensuring privacy and dignity as appropriate and considering a child's level of understanding and any personal issues that may have an impact
- Showing support for any victim
- Recording significant incidents and any action taken on an incident form, and informing parents / guardians when they collect their child

If unacceptable behaviour continues, all staff will monitor and record the child's progress and share that information back to the Responsible Individual or the Person In Charge. Information will then be shared with the child's parents / guardians and any relevant external professionals who may be involved. Information sharing is in line with the confidentiality policy.

In extreme circumstances, a child may need to be collected for their safety or the safety of those around them. In all cases, staff should try to redirect / comfort the behaviour where they can, but not at the detriment of themselves or anyone else.

A non-exhaustive list of reasons a child may be sent home are:

- Challenging physical behaviours (including but not limited to biting, kicking, hitting, inappropriate touching, choking, damaging property)
- Self harm / self injurious behaviours (including but not limited to biting self, scratching self, purposeful head banging, hair pulling)
- Socially inappropriate behaviours (including but not limited to smearing feces, inappropriate sexual behaviour towards others or self)

Amended 24/02/2022