



Behaviour Management Policy

For any group to function effectively there must be an agreed framework of community rules which is the basis for discipline and acceptable behaviour within the group.

The group recognises it has a duty to safeguard the well being of users and that the rules should contribute to providing a safe stimulating environment in which children's potential for learning and development is at its best. The purpose of the rules is to enable all children to flourish.

By promoting good behaviour, valuing co-operation and a caring attitude the group aims to help children develop a sense of responsibility and well being for themselves and others.

The group aims to treat everyone as an individual whilst encouraging self awareness and an appreciation of how an individual's actions affect others. With this in mind the group will:

- establish community rules which set out the codes of conduct and behaviour expected in the group
- endeavour to include the children, as well as parents and carers, in drawing up ground rules
- inform parents, carers and children of the rules and check that they are understood and accepted
- provide explanations why a particular rule should be respected
- encourage all adults to provide positive role models by showing consideration, good manners and respect to and for others, including the children
- praise and encourage acceptable behaviour
- provide opportunities for individual freedom, self expression and exploration without threatening the enjoyment of others
- help the children to develop good self image and acquire self discipline
- endeavour to differentiate between deliberate and accidental occurrences taking into account understanding of age/stage appropriate behaviour
- use appropriate language and establish eye contact when talking to the children regarding a behaviour issue
- deal sensitively with anyone who breaches the codes
- offer fair and consistent treatment for breaches of codes
- work with parents and carers to promote acceptable behaviour
- review the rules periodically to ensure they are still appropriate.

The group recognises that sometimes, despite all the best efforts of staff and helpers, children will misbehave and some form of discipline or sanction has to be applied. In such circumstances disapproval of the action is registered immediately. Disapproval may take the form of:

- a firm warning
- saying no

- removing a child from the scene for a short period of time.

Once the incident has been dealt with, adults will build bridges to enable the child or children to reintegrate positively with the group and the people involved.

Children will **NEVER** be smacked, shaken, humiliated, ridiculed, isolated, threatened or made to feel unwanted or undervalued by any adult whilst in the care of the group.

Children will not be physically restrained unless by not doing so would put the child in danger.

When a child's behaviour is giving concern, the group will make every effort to understand why a child is acting that way and will consult with the parents or carers to identify ways in which the child can be supported. The group recognises the sensitivity and confidentiality of information shared with parents/carers. Confidentiality of information will be respected.