Behaviour Management Policy

In line with the Rights of Children and Young Persons (Wales) Measure 2011 and the UN Convention on the Rights of the Child, I believe that all children have a right to feel safe and valued as individuals and it is my policy to model and promote behaviour that encourages mutual respect. As a registered childminder, I am required to be able to manage a wide range of behaviour in a way which respects the wishes of parents and promotes the welfare and development of children. To this end, I take a positive approach to managing children’s behaviour, focusing on prevention, re-direction, consistency and firmness.

Physical punishment is now against the law in Wales following the passing of the Bill for the Children (Abolition of Defence of Reasonable Punishment) (Wales) Act 2020. I will also never shout at, frighten, intimidate or humiliate a child.

I will challenge any bullying, including and not limited to discrimination of any sort, that may be perceived during or beyond operating hours and directly related to the children, families and staff in my setting.

Everyone who attends, works in or visits my setting has the right to enjoy the service I provide and all who attend my provision are expected to conduct themselves in a manner that is mindful of the presence of children.

I will encourage positive behaviour by:

* Ensuring any staff (including myself) present positive role models and attitudes, as children mimic the behaviour they see and they learn by example.
* Showing and teaching respect for other people and their property.
* Applying a positive approach to managing children’s behaviour which is based on praise and encouragement and planning activities that maintain engagement with children. This also enables children to know they can approach us with any concerns they might have.
* 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.
* Setting realistic limits according to the age and development of the child
* Encouraging children to talk about their feelings, and learn to express them in appropriate ways, learning independent self-discipline.
* Observing children within our daily routines, noting any changes of behaviour, and looking for ‘triggers’ such as hunger, tiredness, or frustration.
* Celebrating examples of good behaviour and giving praise for it and avoiding praise and attention being sought through misbehaviour or bullying
* Working with parents to understand and modify children’s behaviour that is unacceptable, in order to find a solution that will be available in both my setting and the child’s own home.
* Being positive, giving encouragement and taking time to explain what and why I want a child to do something. Making children feel valued by giving attention, approval and praise, to build their self-esteem.
* Not allowing anyone to bully by hitting, pushing, kicking, name-calling or teasing.
* Providing a happy and organised environment for the children in my care.
* Encouraging children to develop social skills, to help them become accepted and welcomed into society as they grow up.

When a child’s behaviour is unacceptable, we respond by:

* Recognising, recording, and acting on negative behaviours as they occur, and responding positively to help children learn from negative behaviour incidents; and supporting any children impacted by negative behaviour incidents
* Intervening as soon as an incident occurs.
* Aiming to establish eye contact when possible and using appropriate language with any child involved.
* Working with children to understand why they are behaving in such a manner, learning their triggers and redirecting as necessary, before things escalate.
* A child may be removed from their current activity and settled in another, if appropriate or put in time out. If the reason why the child is behaving like they are involves a particular development stage for a child, we will encourage a positive outlet for that development. For example if a child develops a schema for throwing things I shall get the child to practice throwing and catching with a soft ball. This encourages safe practice.
* Helping children understand that it is their specific action/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.
* Using record keeping to identify when negative behaviour is repeated, or specific to an individual child/ children/ event.
* In the case of unacceptable behaviour, I will apply sanctions which take account of the age and understanding of the child. These sanctions will be applied at the time, will be relevant to the behaviour and will be seen to be fair.
* Ensuring that the parents/carers are fully informed about and support the actions being taken to modify the child’s unacceptable behaviour. Any significant event will be recorded, and the parent will be informed of the incident on the day that it occurred.
* Sanctions that are likely to be used obviously depend upon the severity of the incident and it will also depend on the child, their age and development. Verbal warnings and the reason why will be given. If this does not stop the behaviour, then the child may be removed from the situation.
* Sanctions may then involve the child being asked to talk and think about what he or she has done. The child will also be asked to see if the child/person who was ‘hurt’ is all right and be invited to demonstrate that they are sorry.
* In extreme cases the child will be removed from the area until he or she has calmed down. I believe it is important to acknowledge when a child is feeling angry and upset, and it would be made clear that it is the behaviour we are rejecting, not the child.
* If unacceptable behaviour continues, I will monitor and record the child’s progress and share information with the child’s parents and any relevant external professionals who may be involved. Information sharing is in line with the confidentiality policy.
* Ensuring that physical intervention is not used at my setting unless there is a serious risk of harm to the child or other children/adults, or serious damage to property. If this should occur, parents will be informed the same day and CIW will be informed within 24 hours.

This policy will be kept under active review and CIW will be informed of any changes to this policy and procedure within 28 days.

Further information for parents :

https://www.gov.wales/parenting-give-it-time

Bullying may be defined as a deliberate action that is violent, humiliating, intimidating, shaming, ridiculing, threatening, or leaves a child feeling undervalued. Additional guidance and information about dealing with bullying can be found at: [www.bulliesout.com](http://www.bulliesout.com) . See my Bullying Policy on how I deal with bullying.

This policy was designed by Margaret Rose for Little Rosebuds Childcare with regard for the **National Minimum Standards (NMS) 9:** *the behaviour of children is managed in a way that respects their rights and promotes their welfare and development*

**The Child minding and Daycare (Wales) Regulations 2010: Regulation 23,**

**The Anti-Racist Wales Action Plan,**

**The Rights of Children and Young Persons (Wales) Measure 2011,**

**The UNCRC (The United Nations Convention on the Rights of the Child)**

|  |  |
| --- | --- |
| Date this document was last updated – | 15/07/24 |
| Dates reviewed – | ~~15/07/24~~, ~~25/02/25~~, 14/06/25 |
|  |  |
|  |  |
|  |  |
|  |  |
|  |  |