

Behaviour management and anti-bullying policy and procedure

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.

It is the policy of *Wenvoe Playgroup CIO* 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 *Wenvoe Playgroup CIO* to challenge any bullying that may be perceived during operational hours.

Bullying may be defined as a deliberate action that is violent, humiliating, intimidating, shaming, ridiculing, threatening, or leaves a child feeling undervalued.

It is our policy that everyone who attends, works in or visits Wenvoe Playgroup CIO 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 isn’t acceptable behaviour, and maintaining currency of training.
- Ensuring our staff (including volunteers and students on placement) 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 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.

- Celebrating examples of good behaviour. For example: children who show kindness to others by sharing and taking turns, may be given a sticker along with praise to encourage future positive behaviour.
- 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.
- If unacceptable behaviour continues, key staff 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, to discuss and agree on suitable strategies. Parental/carers permission will be agreed for this procedure. Information sharing is in line with the confidentiality policy.

This Policy is kept under active review and Care Inspectorate Wales (CIW) is notified of any revision within 28 days of it being made.

This Behaviour management and anti-bullying policy and procedure was passed for use in *Wenvoe Playgroup CIO*

On: 12.10.2021 reviewed, no changes

By: Sandra Morgan

Position: Person In Charge

Date of planned review: Annually or sooner if changes in practice.