



Behaviour management policy and procedure: (including anti-bullying)

The behaviour of children is managed in a way that respects their rights and promotes their welfare and development

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 *Bryn Coch Club* 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 *Bryn Coch Club* to challenge any bullying that may be perceived during operational hours.

It is our policy that everyone who attends, works in or visits *Bryn Coch Club* 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 and keeping our training up to date.
- Ensuring our staff (including volunteers and students on placement) present positive role models and attitudes.
- Designating the role of behaviour management officer Clare Murphy to reinforce or update strategies to support both children and staff at termly meetings or sooner if required.



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.
- 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.
- Working with parents to understand and modify children's behaviour that is unacceptable.
- "Starry Sky" – both staff and children gain recognition by either their peers, staff or even themselves for a positive action/word and a star will be chalked onto the sky, no labelling of child or staff is added.

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 whilst lowering to their height level.
- Choices and consequences – Discuss with each child the consequences of the choice they make. E.g. if a child hurts another child whilst sharing an activity the consequence on this occasion may be that if it happens again the child will not be able to continue to join in and led to another activity. The vocabulary used is always age appropriate for the younger children "this and that" with visual cues also.
- A child may be removed from their current activity and settled in another.
- 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.
- Recording significant incidents and any action taken, informing parents when they collect their child.
- If unacceptable behaviour continues, key staff will monitor and record the child's progress (CPOMS) and share information with the child's parent and any relevant external professionals who may be involved. Information sharing is in line with the confidentiality policy.



Bryn Coch Club 5 Positive Rules

Our Five Positive Rules

<p>We will respect/try and be nice to everyone at the club</p>	<ul style="list-style-type: none"> • This covers discriminatory language, violence towards people or property, bullying, fighting etc. • It further supports the rule about listening to staff. • It can be used to encourage negotiated settlements of disagreements, and sharing of resources.
<p>We will respect the club's and other people's property</p>	<ul style="list-style-type: none"> • Damage to property, whether owned by the club or children attending. • Also covers the building, which is important in shared use space.
<p>We will stay within club space</p>	<ul style="list-style-type: none"> • This makes running away and wandering around non-club areas unacceptable; the safety element should be emphasised here.
<p>We will listen to the grownups</p>	<ul style="list-style-type: none"> • Supports staff role as responsible adults, and ensures that children understand that the staff do have disciplinary powers (to a degree). • Again, staffs' role in ensuring the safety and well-being of children is important.
<p>We will have fun</p>	<ul style="list-style-type: none"> • This should be obvious, but it does support the other four rules, and can be used to back them up, "How can Cerys be having fun if you're choosing to hit her, taking her things, etc."

CIW will be informed of any changes to this policy and procedure within 28 days.

<p>This behaviour management and anti-bullying policy and procedure was passed for use in Bryn Coch Club</p>	
<p>On:</p>	
<p>By:</p>	<p>Position:</p>
<p>Date of planned review:</p>	<p>Date CIW informed of changes:</p>



Additional guidance:

Look at NMS 9 outcome: *the behaviour of children is managed in a way that respects their rights and promotes their welfare and development.*

Regulation 23

Consider also:

- The Rights of Children and Young Persons (Wales) Measure 2011 and the UNCRC (The United Nations Convention on the Rights of the Child)
- 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