



## **Behaviour Management Policy**

All children and adults are treated with equal concern and are made to feel welcome at La Casita. We aim to offer a quality childcare service for parents and children. We recognise the need to set out reasonable and appropriate limits to help manage the behaviour of children in our care.

By providing a happy, safe environment, the children in our care will be encouraged to develop social skills to help them be accepted and welcome in society as they grow up.

We do not, and will not, administer physical or any other form of punishment with the intention of causing pain or discomfort, nor any kind of humiliating or hurtful treatment to any child in our care.

We endorse positive discipline as a more effective way of setting boundaries for children.

### **Procedure**

Adults are role models for the children and are expected to interact positively with each other, the parents & the children. As set out in our 'Equal Opportunities' policy, adults are expected to use appropriate language when dealing with children and to demonstrate a caring attitude.

We have an expectation of staff to use anti-discriminatory practice regarding behaviour management. All staff has access to further training and development to include behaviour management and equal opportunities.

We keep up to date with behaviour management issues and relevant legislation by taking regular training and by reading relevant publications.

We use praise, appreciation and attention to encourage positive behaviour and reward positive attitudes.

Distracting and re-directing children's attention are used as ways of discouraging unwanted behaviour.

We encourage responsibility by talking to children about choices and their possible consequences.

We aim to be firm and consistent so that children know and feel secure within the boundaries we set.

We will respond positively to children who constantly seek attention or are disruptive.

We will help children maintain their self-esteem by showing we disapprove of their bad behaviour not the child themselves.

We are aware of the importance of continuity and we work together with parents to make sure there is consistency in the way the children are cared for. A consistent approach benefits the child's welfare and helps ensure that the child is not confused.



We will always discuss any behaviour related issue with the parents and work together to resolve it. All significant incidents are recorded in an incident book and will be shared and discussed with the parents of the child concerned.

From time to time children will have difficulty learning to deal with their emotions and feelings and this is a normal part of child development. We will acknowledge these feelings and try to help children to find constructive solutions in liaison with their parents. (see emotional Health policy)

We will only physically intervene or restrain a child, to prevent an accident, such as a child running into the road, or to prevent an injury or damage.

Bullying is not acceptable in any form from the children or staff members. Any incidents will be dealt with immediately. For staff this would result in disciplinary action. For children they would be removed from the situation and asked to think about what they have done and demonstrate that they are sorry. Parents would be informed.

If we have concerns about a child's behaviour which are not being resolved, we will ask for permission from the parents to talk it through with another childcare professional. We may contact the health visitor or the local early year's team (or other relevant advice services) for confidential advice.

Concerns that could identify a particular child are kept confidential and only shared with people who need to know this information.

We hope to nurture a caring and kind attitude by promoting good behaviour and co-operation.

Our Lead Practitioner is Meritxell Franco.