

# Little Disciples Childcare



## Behaviour Management Policy/Procedure

At Little Disciples Childcare, our aims and objectives are to provide and develop a reliable, affordable, and quality Childcare facility before school, after school, and during the school holidays.

<b>Approved by:</b>	Little Disciples Senior Management Team
<b>Adopted by:</b>	Trustees of the Little Disciples Management Committee
<b>Scheduled review date:</b>	September 2024
<b>Agreed by Person in Charge:</b> <i><u>Signature &amp; Dated</u></i>	
<b>Agreed by Responsible Individual</b> <i><u>Signature &amp; Dated</u></i>	

# Behaviour Management Policy

All children who attend the Little Disciples Childcare have a right to play and enjoy their activities without feeling intimidated, harassed, or be subject to verbal or physical abuse. We believe that children have a right to feel safe and secure in our care, and we promote behaviour which encourages individuals to respect one another in the following ways:

- Encouraging all children to agree what types of behaviour are acceptable and what is unacceptable. This agreed code of behaviour will be displayed in the setting and reviewed when necessary. This code of behaviour will be included as part of the induction process for new children and staff.
- Good behaviour will always be praised by staff.
- Our setting promotes positive behaviour using our 'DoJo initiative, when a staff member hears a child being kind, being a good friend or showing positive behaviour then they can earn a dojo which praises their positive behaviour. When the children reach a certain number of Dojos, they get to choose a treat to reward their positive behaviour. We promote teamwork by working together to achieve a treat. We never take a Dojo away for negative behaviour.
- Children will be encouraged to talk through their feelings rather than resort to unacceptable behaviour.
- Discussing openly with children any issues so that they can develop their understanding of acceptable and unacceptable behaviour.
- Unacceptable behaviour will be dealt with as positively as possible with reasons being explained to the child involved.
- Staff will always act as positive role models. The following behaviour will not be tolerated in this setting. Bullying (refer to anti-bullying policy); Harassment; Intimidation; Behaviour that is likely to lead to the health and safety of others being compromised.
- In instances of unacceptable behaviour, the following steps will apply:
  - The incident will be discussed privately with the child, in an appropriate way and taking full account of the child's level of understanding and he/she will be encouraged to resolve any conflict with any other child(ren) involved.
  - We will gauge appropriate behaviour by the individual child's age, level of understanding and specific needs. Children who have recognised behavioural difficulties will be given extra support in the setting to help them manage their own behaviour. We recognise that there may be special circumstances which might affect a child's behaviour, and we will deal with this appropriately.
  - Details of more serious breaches are recorded in an incident book and the parent/carer informed of the incident, and any action taken, on the day it occurred.
  - Staff do not use any form of physical intervention unless it is necessary to prevent personal injury to the child, other children or an adult, or serious damage to property.
  - If a child continually endangers the health, safety or welfare of the other children or staff, a letter will be sent to the parent/carer.
  - If the unacceptable behaviour persists, the parent/carer will receive a letter warning that, if the unacceptable behaviour continues, there is a risk that the child may be excluded from attending the setting.
  - Should the unacceptable behaviour continue, the child will be excluded. This will first be discussed with the management committee and the parent/carer. Conditions may be put in place so that the child may return to the setting.
  - The child is kept informed of each stage of this process as relevant and appropriate to age and understanding. If a child commits an action of such seriousness, the management committee/management reserves the right to exclude that child immediately and their parents/carers will be contacted.
  - Parents/carers have a right to appeal in the first instance using the settings complaints policy and procedure. The setting delegates responsibility for behaviour management issues to the Manager

This policy will be kept under active review and any revisions will be notified to and parents/carers and CIW within 28 days as appropriate.

**Dealing with Bullying (Please see anti-bullying policy)**

Little Disciples Childcare is committed to providing an environment that is safe, friendly, and caring for all. Bullying of any type is not accepted in the setting. This policy relates to all staff, children and parents/carers linked to the setting.

‘Bullying is where someone hurts you either physically, by hitting or kicking you, or verbally by calling you names or teasing you.’

Bullying is not an accepted behaviour at the setting. Anyone found to be bullying will be dealt with in an appropriate manner, in line with our behaviour policy, safeguarding policy and any other relevant policies.