

2. Behaviour Management Policy & Procedure

2.1 Statement

Wyke Community and Children's Centre is sensitive to the needs of individual children and their families and are committed to promoting positive behaviour through everyday activities within our stimulating, learning environment. Within our sessions we will try to create an environment where children, parents, carers and employees all value, respect and care for each other and where children can develop self-discipline and self-esteem in a happy, relaxed atmosphere.

2.2 Implementation & Procedure

To help us achieve this we will:

- The Centre recognises that some behaviours are typical and can be expected to be exhibited by children at certain stages of children's lives or stages of development. These include but are not limited to: Emotional distress, displayed via tantrums, upset, acts of aggression, biting and withdrawal. In instances where a child's behaviour needs further managing a 'My Individual Support Plan' should be put in place, alongside parents to ensure behaviour is handled consistently and appropriately centred around the child's needs.
- Be a good role model for children and parents at all times by being courteous and calm, encouraging respect.
- Give positive communication as often as possible, encouraging positive behaviour.
- Set boundaries to enable children and families to feel secure in knowing that they can attend without fear of being hurt or hindered by anyone else, These are available to parents at all times and included within the Welcome Pack.
- Ensure that all boundaries are reasonable to children's age and stage of development and understanding.
- Ensure that our expectations of a child's behaviour are appropriate for their age and stage of development.

When children behave in unacceptable ways we will:

- Never use or threaten corporal punishment, including but not limiting: smacking, shaking, biting, frightening or humiliating children.
- Ensure parents are supported and that they understand that it is the behaviour not the child that is unacceptable.
- Remind children and parents/carers of the behaviour we expect.
- Work with parents to support their child in developing positive behaviour.

- If children's behaviour exceeds that where it is deemed necessary for the safety of themselves or others around them staff should follow procedure in the Positive Handling procedure.
- In situations where physical intervention is necessary for the safety of the centre user themselves or that of other centre users complete a Physical intervention Log at the earliest opportunity. This should be signed by department managers and parents/ carers where applicable.

When parents/carers display undesirable behaviour we will support them in seeing what was wrong and suggest ways of working towards more appropriate behaviour.

2.3 Roles and Responsibilities

All employees, partner agencies and service users have a responsibility for promoting positive behaviour.