

12. Behavior 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 behavior that encourages mutual respect.

It is the policy of Bradley Playgroup that no physical punishment – or the threat of it - is used to moderate children’s behavior. 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 Bradley Playgroup 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. Additional guidance and information about dealing with bullying can be found at: www.bulliesout.com

It is our policy that everyone who attends, works in or visits Bradley Playgroup 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 behavior, and maintaining currency of training.
- Ensuring our staff (including volunteers and students on placement) present positive role models and attitudes.
- Designating a behavior management officer – Alexzandra Newland
- Applying a positive approach to managing children’s behavior 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 behavior.
- Encouraging children to talk about their feelings, and learn to express them in appropriate ways, learning independent self-discipline.
- Celebrating examples of good behavior.
- Working with parents/carers to understand and modify children’s behavior that is unacceptable.

When a child’s behavior 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 considering 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 behavior 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. Information sharing is in line with the confidentiality policy.

Adult behavior.

Not only do we implement a behavior policy with our children at Bradley Playgroup, we also implement a behavior policy with all parents/carers. Staff at Playgroup will not tolerate being spoken to in an inappropriate manner or treated in a way that is disrespectful or humiliating. Here at Bradley Playgroup we strive to build professional relationships with all members of our families, and our door is always open for individuals to reach out and speak to us when needed.

Any behavior that is deemed a concern will be reported to the Police or SPOA.

This **Behavior Management and Anti-Bullying** policy and procedure was passed for use in Bradley Playgroup

On: 1st March 2024, 22nd March 2023, 1st April 2022, 30th April 2021, 01/04/19, 24th April 2018,

Amended; 11th July 2024, 22nd March 2023, 6th September 2022, 13th July 2017

By: Alexzandra Newland Position: Lead Supervisor

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