



All About Kids Wales: Behaviour Management Policy

Introduction

At All About Kids Wales, we are committed to creating a safe, supportive, and nurturing environment for all children in our care. We believe in promoting positive behaviour and ensuring that children develop self-discipline and respect for others. Our behaviour management policy reflects our approach to addressing behavioural issues in a fair, consistent, and constructive way. This policy is designed in line with Welsh guidelines and regulations to ensure that all children, parents, and staff are aware of the expectations and procedures related to managing behaviour.

1. Our Approach to Behaviour Management

We believe that children thrive in environments where expectations are clear, positive behaviour is encouraged, and everyone is treated with respect. Our primary approach to behaviour management is proactive, focusing on promoting good behaviour rather than punishing negative behaviour. We also aim to ensure that any behavioural challenges are addressed in a way that supports the child's development and well-being.

2. Expectations of Behaviour

All children in our care are expected to:

- Treat staff, peers, and others with respect and kindness.
- Follow simple instructions and rules.
- Take responsibility for their actions.
- Respect the environment and property.
- Engage in group activities and play cooperatively.

3. Managing Behaviour

Our behaviour management approach includes the following steps:

- **First Instance of Misbehaviour: Verbal Warning**

If a child displays behaviour that disrupts the group or is inappropriate, the staff will issue a **verbal warning**. The staff member will calmly explain to the child what behaviour is expected and why the current behaviour is not acceptable. This gives the child an opportunity to correct their behaviour immediately.

- **Second Instance of Misbehaviour: Parent/Carer Meeting**

If a child continues to display disruptive or inappropriate behaviour after the verbal warning, the parents or carers will be contacted to arrange a **meeting**. The purpose of this meeting is to discuss the behaviour, identify any underlying causes, and work together to develop strategies that can help improve the child's behaviour. This meeting will involve a constructive discussion aimed at finding solutions and ensuring that the child feels supported.

- **Ongoing Misbehaviour: Suspension or Removal from the Setting**

If the child's behaviour continues to disrupt the playgroup or after-school club and there is no improvement after the parent/carers meeting, we may need to take further action. This may involve **suspending** the child from the setting for a period of time, or in the most serious cases, the child may be **asked not to return** to the setting. This decision will not be taken lightly and will only occur after all other attempts to resolve the situation have been exhausted.

4. When Serious Behaviour Occurs

In cases of serious misbehaviour such as physical aggression, bullying, or actions that pose a risk to the safety or well-being of other children or staff, immediate action will be taken. This may involve:

- A **verbal warning** followed by a discussion with the child to explain the seriousness of the behaviour.
- Contacting the **parents or carers immediately** to inform them of the situation and discuss any necessary steps.
- In the event that the behaviour continues to escalate, we may ask the child to be temporarily **removed** from the setting to ensure the safety and wellbeing of all involved.

5. Parent and Carer Involvement

We strongly believe that partnership with parents and carers is essential in promoting positive behaviour. We will always keep parents informed of any behavioural concerns and work collaboratively to support the child's development. We encourage parents to communicate openly with us regarding any issues that may be affecting their child's behaviour.

6. Supporting Positive Behaviour

We are committed to reinforcing positive behaviour through:

- Encouraging and praising children for following rules, sharing, cooperating, and showing kindness.
- Setting clear, simple expectations that children can understand.
- Offering rewards, such as stickers or praise, to reinforce positive behaviour.
- Providing opportunities for children to make choices and take responsibility for their actions.

7. Review and Amendments

This policy will be regularly reviewed to ensure it remains effective, in line with Welsh regulations, and meets the needs of the children and families we serve. Any changes or amendments will be communicated to staff, parents, and carers.

Conclusion

We are dedicated to creating a welcoming and positive environment for all children, and we believe that managing behaviour in a fair and consistent manner is essential to maintaining that environment. By working together with families and providing clear guidance and support, we aim to help every child thrive in our care.