



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 behaviour that encourages mutual respect.

It is the policy of The Den that no physical punishment - or the threat of it - is used to moderate children's behaviour. 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 The Den to challenge any bullying that may be perceived during operational hours.

It is our policy that everyone who attends, works in or visits The Den 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 behaviour, and keeping our training up to date
- Ensuring our staff (including volunteers and students on placement) present positive role models and attitudes
- Designating the role of behaviour management officer to **Kevin Baugh**
- Applying a positive approach to managing children's behaviour 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 behaviour
- Encouraging children to talk about their feelings, and learn to express them in appropriate ways, learning independent self-discipline

- Observing children within our daily routines, noting any changes of behaviour and looking for ‘triggers’ such as hunger, tiredness, or frustration
- Celebrating examples of good behaviour
- Working with parents to understand and modify children’s behaviour that is unacceptable.

When a child’s behaviour 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
- Helping children understand that it is their specific action/behaviour we don’t like, not the child
- Ensuring privacy and dignity as appropriate and taking into account a child’s level of understanding and any personal issues that may have an impact
- Showing support for any victim
- Recording significant incidents and any action taken, informing parents when they collect their child.

If unacceptable behaviour continues, key staff monitor and record the child’s progress and share information with the child’s parent and any relevant external professionals who may be involved. Information sharing is in line with the confidentiality policy.

CIW will be informed of any changes to this policy and procedure within 28 days.

This **behaviour management and anti-bullying** policy and procedure was passed for use in The Den.

On: 27.01.2023

By: *Mr. Kevin Baugh & Mrs Laura Batterton*

Position: *Registered Person & Person in Charge*

Date of planned review: September 2025

Date CIW informed of change: 27.01.23