

Promoting Positive Behaviour NMS 2.2; 6.8; 9.1 – 9.9

We believe that children and young people flourish best when they know how they and others are expected to behave. They gain respect through interaction with caring adults who act as good role models, show them respect and value their individual personalities. We encourage and praise positive, caring and polite behaviour and provide an environment where children and young people learn to respect themselves, other people and their surroundings.

Children and young people need to have set boundaries of behaviour for their own safety and the safety of their peers. Within the setting we aim to set these boundaries in a way which helps those attending to develop a sense of the significance of their own behaviour, both in their own environment and those around them.

We aim to:

- Recognise the individuality of all children and young people accessing our provision
- Encourage self-discipline, consideration for each other, our surroundings and property
- Encourage children and young people to participate in a wide range of group activities to enable them to develop their social skills
- Ensure that all staff act as positive role models
- Encourage parents and other visitors to be positive role models and challenge any poor behaviour shown
- Work in partnership with parents by communicating openly
- Praise and acknowledge the positive actions and attitudes of children and young people ensuring they can see they are valued and respected
- Encourage all staff to accept their responsibility for implementing the goals in this policy and to be consistent
- Promote non-violence and encourage children to deal with conflict peacefully
- Support staff to build a strong and positive relationship with children, young people and their families
- Provide activities that will promote acceptable behaviours, including opportunities for children and young people to contribute to decisions about accepted behaviour where age/stage appropriate

Our Children and Young People's Development Officer, Debbie Page-Evans will:

- Advise other staff on behaviour issues
- Along with staff, keep up to date with legislation and research
- Support changes to policies and procedures
- Access relevant sources of expertise where required and act as a central information source for all involved
- Attend regular external training where required and ensure all staff complete online training for behaviour management.
- Keep a record of staff training

We keep the rules to a minimum and ensure that these are age and stage appropriate and involve children and young people in the process of setting rules to encourage cooperation and participation and ensure they gain understanding of the expectations of behaviour relevant to them. Any child/ren or young people that display inappropriate behaviour are helped to discuss their actions and encouraged to apologise.

When behaviour is unacceptable:

- We never use or threaten to use physical punishment/corporal punishment such as smacking or shaking
- We only use physical intervention for the purpose of averting immediate danger or personal injury to any person (including the child) or to manage a child's behaviour if absolutely necessary. We keep a record of any occasions where physical intervention is used and inform parents on the same day, or as reasonably practicable
- We do not single out children or young people or humiliate them in any way. Where they use unacceptable behaviour they will, wherever possible, be re-directed to alternative activities. Discussions with children will take place as to why their behaviour was not acceptable, respecting their level of understanding and maturity
 - Staff will not raise their voices (other than to keep children safe)
- In any case of misbehaviour, we always make it clear to the child or young person in question, that it is the behaviour and not the child that is unwelcome

- We decide how to handle a particular type of behaviour depending on the child's age, level of development and the circumstances surrounding the behaviour. This may involve asking the child/young person to talk and think about what he/she has done. All staff support with developing empathy and children will only be asked to apologise if they have developed strong empathy skills and have a good understanding of why saying sorry is appropriate
- We encourage staff to reflect on their own responses towards challenging behaviours to ensure that their reactions are appropriate
- We inform parents if their child's behaviour is unkind to others or if their child has been upset. In all cases we deal with inappropriate behaviour at the time. We may ask parents to meet with staff to discuss their child's behaviour, so that if there are any difficulties we can work together to ensure consistency between their home and the setting. In some cases we may refer to other agencies for support and advice
- We support children and young people in developing non-aggressive strategies to enable them to express their feelings
- We keep confidential records on any inappropriate behaviour that has taken place. We inform parents and ask them to read and sign any incidents concerning their child
- We support all children to develop positive behaviour, and we make every effort to provide for their individual needs
- Through partnership with parents, we make every effort to identify any behavioural concerns and the causes of that behaviour. The manager will complete risk assessments identifying any potential triggers or warning signs ensuring other children, young people and staff's safety at all times. In these instances we may remove a child from an area until they have calmed down.

Anti-bullying

Bullying takes many forms. It can be physical, verbal or emotional, but it is always a repeated behaviour that makes other people feel uncomfortable or threatened. We acknowledge that any form of bullying is unacceptable and will be dealt with immediately.

We recognise that children and young people need their own time and space and that it is not always appropriate to expect them to share. We believe it is important to acknowledge each child's feelings and to help them understand how others might be feeling.

We encourage them to recognise that bullying, fighting, hurting and discriminatory comments are not acceptable behaviour. We want children and young people to recognise that certain actions are right and that others are wrong.

Our staff follow the procedure below to enable them to deal with challenging behaviour:

- Staff are encouraged to ensure that all children and young people feel safe, happy and secure
- Staff are encouraged to recognise that active physical aggression should be channelled in a positive way
- Children and young people are helped to understand that using aggression to get things is inappropriate and they will be encouraged to resolve problems in other ways
- Our staff will intervene when they think a child is being bullied, however mild or harmless it may seem
- Staff will initiate games and activities with children and young people when they feel play has become aggressive, both indoors or out
- Staff will sensitively discuss any instance of bullying with the parents of all involved to look for a consistent resolution to the behaviour
- We will ensure that this policy is available for staff and parents and that it continues to be made available throughout the year
- If any parent has a concern about their child, a member of staff will be available to discuss those concerns. It is only through co-operation that we can ensure our children and young people feel confident and secure in the setting
- All concerns will be treated in the strictest confidence.

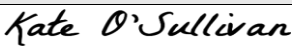

By positively promoting good behaviour, valuing co-operation and a caring attitude, we hope to ensure that children and young people will develop as responsible members of society.

Additional information to support this policy specific to 5-12 years old:

We will implement this policy for all our children and young people that attend. This will be adapted for older children and we aim to:

- Involved them in setting their own rules and regulations so they have ownership
- Work with schools and other settings to ensure that strategies to promote positive behaviour are consistent
- Ensure that activities and equipment is age appropriate to ensure that children are adequately challenged and therefore do not become bored, which could trigger challenging behaviour
- Work in partnership with parents to ensure that their child's interests and individual needs are met
- Seek further support from external agencies where required if children continued to display difficult or challenging behaviour and existing strategies were not working.

This policy was adopted on 13.10.2025 and will be reviewed on or before 13.10.2026

Name and Position	Signed	Date
Kate O'Sullivan Community Association Manager		13.10.2025
Olive Frances Vice Chair of Trustees		13.10.2025