

## Behaviour and Sanctions Policy

***Aim of the Policy*** - Kids Allowed Behaviour and Sanctions Policy is in place to ensure parents are aware of the strategies that may be employed within a Kids Allowed Centre to manage a wide range of children's behaviour and whose purpose is to promote their wellbeing and development.

Children have a natural curiosity to explore their surroundings and their emotions. Restrictions on this development are kept to a minimum to allow for individual expression within expected boundaries. Sanctions applied in the case of unacceptable behaviour will take into account the age and developmental stage of the individual child.

It is important that team members and parents work together to establish common strategies for addressing unacceptable behaviour both at home and within the Centre.

Unacceptable behaviour may relate to physical and/ or verbal actions and also includes anti-social behaviour such as bullying.

- Kids Allowed colleagues will promote positive behaviour at all times ensuring positive roles models are in place.
- Children will be encouraged to recognise that bullying, fighting and hurting each other or their peers whether physically or verbally is not acceptable behaviour. They will be encouraged to respect others, demonstrate a caring attitude and recognise the difference between right and wrong.
- Corporal punishment such as smacking, shaking, slapping or manhandling e.g. aggressive lifting, dragging or plonking a child down is strictly forbidden and such action by a colleague will result in immediate disciplinary action. Our *Child Protection Policy* may also be applied. Physical intervention by an adult e.g. restraining a child, may be required in emergency circumstances to prevent personal injury or serious damage to property.
- A louder than usual tone can be used with a child if the situation warrants this (e.g. if a colleague urgently needs to stop a particular behaviour, like climbing, to keep them safe from injury and dangerous hazards) but a colleague should never shout at a child.
- Encouragement of self discipline with consideration for others and their environment is actively promoted.
- A consistent approach to behaviour guidelines and the sanctions applied is followed by all colleagues.
- It is important to acknowledge that it is the behaviour that is unacceptable and not the child.
- Distraction methods will be used to manage potentially unacceptable behaviour.
- Verbal labelling of children with such terms as naughty or disruptive will not be used and children's behaviour will not be a topic of discussion within the room.
- Threats, even "light" threats such as "no trip" or "no comforter" etc. are not acceptable.

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- Withholding food as a form of behaviour sanction will not be used in any circumstance.
- If developmentally appropriate, a child demonstrating unacceptable behaviour will be asked to apologise to the child/adult who has been hurt (usually older Toddlers and above).
- Children need their own time, space and opportunity to release their feelings in a non-destructive manner.
- A child who behaves inappropriately, by physically or verbally bullying another child or adult, may be temporarily removed from the group. This is usually done by engaging the child in another activity.
- Ongoing incidents of unacceptable behaviour cannot be allowed to continue and a meeting between the colleague and parent will be held to discuss further action (see Behaviour Concern Procedure). In some cases this may include the involvement and support of other professionals and external agencies. In extreme circumstances the decision to remove a child on a temporary or a permanent basis may be taken. A decision to remove a child is only reached following consultations with team members and parents on the individual circumstances and prior approval must be sought from the Chief Executive Officer.

### Behaviour Management Coordinator

- Each Kids Allowed Centre has a Behaviour Management Coordinator, this is usually the Centre Manager.
- Team members observe the children and know their normal behaviour patterns; any significant change to previous patterns of behaviour and development will be brought to the prompt attention of the behaviour management coordinator and child's parents

### Mirroring Behaviour Management Strategies from Home

Please note, parents may request to us to “mirror” behaviour management strategies from home. These can sometimes conflict with our own policy, for example, we would never do a ‘naughty step’ at Kids Allowed.

There is a balance to be struck between ‘parents as partners’ and meeting our own standards and where these conflict, please discuss them first with your Centre Manager before agreeing to mirror home based behaviour management strategies.