LLANFAES C.P. SCHOOL

Beilihelig Road, Brecon, Powys, LD3 8EB
Headteacher: Mrs C North (RI)
Deputy Headteacher: Mrs A Morris (RI)
Setting Leaders: Miss J Parry (3+) and Miss A Crawford-Plane (Flying Start)

LLANFAES CAMAU BACH/ LITTLE STEPS

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 Llanfaes Camau Bach/Little steps that no physical punishment- or 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 absolutely necessary to avoid or prevent personal injury to the child, other children or an adult, or serious damage to property. Should any form of restraint be used, parents will be informed, and it will be recorded in the incident book.

It is our duty of care to staff, that children in the setting will be challenge any bullying that may be perceived during our opening hours.

It is our policy that everyone who attends, works in or visits Llanfaes Camau Bach/Little Steps 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.
- Discussing the policy with parents and ensuring staff fully understand and implement the policy
- Recruiting and employing staff who understand what is and isn't acceptable behaviour and making sure the staff are up to date on relevant training.
- Ensuring our Staff (including volunteers and students on placement) present positive role models and attitudes always.
- Designating a behaviour management officer – Miss A Crawford – Plane
- 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 themselves in appropriate ways, learning independent self-discipline.
- Celebrating examples of good behaviour.
- Working with parents/carers to understand and modify children's behaviour that is unacceptable.

When a child's behaviour is deemed unacceptable, we respond by:

- Offering distraction
- Rewarding positive behaviour
- Use limited vocabulary – focussing on the positive e.g well done, kind hands etc
- Focus attention on other children behaving in a positive way
- Ensuring privacy and dignity as appropriate and considering a child's level of understanding and any personal issues that may have an impact on the situation.
- Showing support to staff, children and adults involved.
- Recording significant incidents and any action taken, informing parents/carers when they collect their child (key worker/setting leader).
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If unacceptable behaviour continues (including bullying), key staff (key worker) will encourage children to report any concerns and will monitor and record the child's progress. The parents/carers of the child/children involved will be informed and a plan of action will be decided upon. Where deemed necessary, professional advice and help will be sought (with consent of parents/carers involved). Parents/carers of all parties will always be kept informed and involved in all stages of the decision making.

In relation to children that may be displaying behaviours associated with Additional Learning Needs – please refer to our ALN policy.

This policy is kept under active review and CIW will be notified of any revision within 28 days of it being made.

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