



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 Smarties 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. 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, children and adults within Smarties to challenge any bullying that may be perceived during our operational hours.

Bullying may be defined as a deliberate action that is violent, humiliating, intimidating, shaming, ridiculing, threatening, or leaves a child feeling undervalued. Additional guidance and information about dealing with bullying can be found at: www.bulliesout.com

It is our policy that everyone who attends, works in or visits Smarties 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 maintaining currency of training.
- Ensuring our staff present positive role models and attitudes.

- Designating a behaviour management officer – Miss Amber Graham
- Applying a positive approach to managing children's behaviour which is based on praise and encouragement, and planning activities that maintain engagement with children. At our setting the approach that we use is The Incredible Years approach. Most staff have received training in this approach.
- 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 in an age appropriate level.
- Encouraging children to talk about their feelings, and learn to express them in appropriate ways, learning independent self-discipline.
- Staff will be alert to incidents of bullying and will encourage children to report any concerns
- 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 unacceptable, we respond by:

- Offering distraction
- Rewarding positive behaviour
- Use limited vocabulary – focusing on the positives eg 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.
- Showing support to staff, children and adults involved
- Recording significant incidents and any action taken, informing parents/carers when they collect their child.

If unacceptable behaviour continues (Including bullying), staff will monitor and record the child's progress and share information with the child's parent/carers and any relevant external professionals who may be involved. Where deemed necessary, professional advice and help will be sought (with consent of parents/carers involved). Behaviour plans are written and shared with parents and carers. All Information sharing is in line with the Settings confidentiality policy.

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 changes within 28 days of it being made.

This Behaviour Management and Anti-Bullying Policy for Smarties setting, was passed for use on:

March 2025

By: Miss Amber Graham- Setting Lead

By: Mrs Sarah Court - RI

Date of planned review: September 2025

