

| This policy was reviewed on | Signed on behalf of BASK | Date for review |
|-----------------------------|--------------------------|-----------------|
| 17th July 2023 | Andy McEwing | August 2024 |

BASK Promoting Positive Behaviour Policy

At **BASK** we believe that children flourish best when they know how they and others are expected to behave. Children gain respect through interaction with caring adults who act as good role models, show them respect and value their individual personalities. BASK encourages and praises positive, caring and polite behaviour at all times in and provides an environment where children learn to respect themselves, other people and their surroundings.

Most children benefit from having set boundaries of behaviour for their own safety and the safety of their peers. Within BASK we aim to set these boundaries in a way which helps each child to develop a sense of the significance of their own behaviour, both on their own environment and those around them. Restrictions on the child's natural desire to explore and develop their own ideas and concepts are kept to a minimum.

We aim to:

- Recognise the individuality of all our children
- Encourage self-discipline, consideration for each other, our surroundings and property
- Encourage children 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 for children
- 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 children and acknowledge their positive actions and attitudes, therefore ensuring that children see that we value and respect them
- Encourage all staff working with children to accept their responsibility for implementing the aims and values of BASK, and to be consistent
- Promote non-violence and encourage children to deal with conflict peacefully
- Provide activities to help children learn about accepted behaviours, including opportunities for children to contribute to decisions about accepted behaviour where age/stage appropriate
- Have a named person (the Manager) who has overall responsibility for behaviour management.

The MANAGER responsible for managing behaviour will:

- Advise other staff on dealing with any behaviour issues that may occur
- Keep up to date with legislation, good practice and research
- Support any necessary changes to policies and procedures in BASK
- Access relevant sources of expertise where required and act as a central information source for all involved

BASK Rules

Our BASK rules are concerned with safety, care and respect for each other. We keep the rules to a minimum and ensure that these are age and stage appropriate. We regularly involve children in the process of setting rules to encourage cooperation and participation and to ensure children gain understanding of the expectations of behaviour relevant to them as an individual child.

1. Be Kind
2. Follow instructions from BASK staff
3. No running in corridors
4. Be Respectful

When children behave in unacceptable ways:

Children who behave inappropriately, for example by physically abusing another child or adult e.g. hitting or biting, or through verbal or racial bullying, are helped to talk through their actions and apologise where appropriate. We make sure that the child who has been upset is comforted and the adult will confirm that the other child's behaviour is not acceptable. We always acknowledge when a child is feeling angry or upset and that it is the behaviour that is not acceptable, not the child.

- Staff will not raise their voices to children
- 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) 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 humiliate them in any way. Where children use unacceptable behaviour they will 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
- In any case of misbehaviour, we always make it clear to the child or children 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 and the circumstances surrounding the behaviour. This may involve asking the child to talk and think about their actions. All staff support children in 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 help 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 in BASK 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 BASK.

- We support children 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 support all children to develop positive behaviour, and we make every effort to provide for their individual needs
- Through partnership with parents and formal observations, we make every effort to identify any behavioural concerns and the causes of that behaviour. From these observations and discussions, we will implement an individual behaviour modification plan where a child's behaviour involves aggressive actions towards other children and staff, for example hitting, kicking etc. The manager will complete risk assessments identifying any potential triggers or warning signs ensuring other children's and staff's safety at all times. In these instances, we may remove a child from an area until they have calmed down.
- Parents/guardians will be informed of, and involved with, any difficulties regarding their child's/children's behavior at the Service. BASK will try to resolve any difficulties by developing joint strategies with parents concerned, however, if attempts fail, BASK reserve the right, to suspend and or exclude a child from the Service.

Anti-bullying

Bullying takes many forms. It can be physical, verbal, racial 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 encourage children to recognise that bullying, fighting, hurting, racial and discriminatory comments are not acceptable behaviour. We want children to recognise that certain actions are right and that others are wrong.

At BASK, staff follow the procedure below to enable them to deal with challenging behaviour:

- Staff are encouraged to ensure that all children feel safe, happy and secure
- Our staff will intervene when they think a child is being bullied, however mild or harmless it may seem
- Staff will sensitively discuss any instance of bullying fully with the parents of all involved to look for a consistent resolution to the behaviour
- Staff will log any reported instances of bullying, including the actions taken and the outcomes of this action
- Staff will initiate games and activities with children when they feel play has helped to understand that using aggression to get things is inappropriate and they will be encouraged to resolve problems in other ways
- become aggressive, both indoors or out
- 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 feel confident and secure in their environment, both at home and in BASK
- All concerns will be treated in the strictest confidence.

