Behaviour Management Policy

As a registered childminder, I am required to be able to manage a wide range of behaviour in a way which respects the wishes of parents and promotes the welfare and development of children.

To this end, I take a positive approach to managing children’s behaviour, focusing on prevention, re-direction, consistency and firmness.

I will never slap, smack, shake, shout at, frighten, intimidate or humiliate a child. I will not use any form of physical restraint, unless it is to prevent personal injury to the child or other children/adults, or serious damage to property.

I will encourage positive behaviour by:

* setting a good example myself; children learn by example
* setting realistic limits according to the age and development of the child
* giving praise and attention for good behaviour, avoiding praise and attention being sought through misbehaviour or bullying
* being positive, giving encouragement and taking time to explain what and why I want a child to do something
* making children feel valued by giving attention, approval and praise, to build their self-esteem
* not allowing anyone to bully by hitting, pushing, kicking, name-calling or teasing
* showing and teaching respect for other people and their property
* providing a happy and organised environment for the children in my care
* encouraging children to develop social skills, to help them become accepted and welcomed into society as they grow up
* communicating with parents, if I feel that the child’s behaviour is of concern, in order to find a solution that will be available in the parent’s home or my own

In the case of unacceptable behaviour, I will apply sanctions which take account of the age and understanding of the child. These sanctions will be applied at the time, will be relevant to the behaviour and will be seen to be fair. I will ensure that the parents/carers are fully informed about and support the actions being taken to modify the child’s unacceptable behaviour. Any significant event will be recorded, and the parent will be informed of the incident on the day that it occurred.

Sanctions that are likely to be used obviously depend upon the severity of the incident and it will also depend on the child, their age and development. Verbal warnings and the reason why will be given. If this does not stop the behaviour, then the child may be removed from the situation.

Behaviour Management Policy (cont.)

Sanctions may then involve the child being asked to talk and think about what he or she has done. The child will also be asked to see if the child/person who was ‘hurt’ is all right and be invited to demonstrate that they are sorry. In extreme cases the child will be removed from the area until he or she has calmed down. It is important to acknowledge when a child is feeling angry and upset, and it should be made clear that it is the behaviour we are rejecting, not the child.

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