



Noah's Behaviour Policy

Noah's Early Years Centre is a charitable organisation and is under obligation to ensure the health, safety and welfare of all individuals in its care at all times. We are aware of the importance of having a robust and responsible policy for ensuring that behaviour management is taken seriously within our settings and by our staff. Noah's has adopted a positive, caring and holistic approach that looks to emphasise positive relationships. Staff are trained to recognise that any behaviour is a communication. Staff are aware of how experiences affect feelings which affect behaviour and in the importance of using de-escalation techniques and how working together is effective in managing challenging behaviour.

Noah's Early Years Centres encourage and expect self-discipline, self-respect and respect for other people and property. Good and responsible behaviour, which reflects the aims and ethos of the charity, are encouraged and expected from those that access Noah's. Staff have been trained in the typical stages of an escalating crisis and de-escalation skills and strategies. We have been trained to respond proactively and appropriately, using differentiated communication strategies and approaches including active listening.

At Noah's we believe that children and adults function best in an ordered environment in which everyone knows what is expected of them. Children should be free to develop their play and learning abilities in an environment that is fun, safe and where mutual respect is promoted. To provide this, we do the following:

- 1) Ensure all staff and trustees of the charity are clear of the conduct and behaviour that is expected of them and this behaviour management policy is signed during the induction process.
- 2) All staff and volunteers working with Noah's will apply the rules consistently so children know what to expect and to promote fairness and the feeling of security.
- 3) All staff and volunteers working with Noah's are expected to be a positive role model i.e. friendliness, respect, care and courtesy.
- 4) Desirable behaviour will be praised and endorsed by staff/volunteers.
- 5) No physical punishment will be used or threatened at Noah sessions or through its charitable work.
- 6) Children will only be taken out of the room if it is appropriate to remove them from the situation for their benefit or others, and will be accompanied and supported by a member of staff and their parent/carer.
- 7) If a child is physically aggressive to another child/adult or damages property, they will be told as to why this behaviour is unacceptable immediately.

- 8) Staff will not shout or raise their voices but talk to the child about actions to help them understand the consequences of their behaviour whilst recognising the child's feelings and offering support so you are teaching the child with a different more positive way of dealing with their feelings.
- 9) Staff are trained to be aware and understand a child development stage and factors that may impact on their behaviour such as tiredness, hunger, emotional needs, and monitor changes which may be linked to safeguarding/child protection concerns.
- 10) Staff will promote equality and diversity issues and be aware of cultural differences in how child/adults interact/play.

This Behaviour Management Policy and its implementation is the responsibility of the Chair of the Trustees, Vanessa Gilbert.

If you have any comments or concerns, please contact:

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