



## **TWISTIN TOTS CHILD BEHAVIOUR POLICY**

**Where in this policy we refer to Twistin Tots, we also include activities covered at Twistin Tinies, Twistin Tikes and Twistin Tots Golden**

### **Purpose of the Policy**

To offer a positive learning and developmental environment is the objective in all facets of Twistin Tots classes. Corporal punishment and other prohibited disciplinary practices as defined are absolutely prohibited in order to protect the emotional and physical well-being of the children at all Twistin Tots classes.

### **Behaviour Guidance Policy**

At Twistin Tots classes, we believe that children have the right to interact in an environment which is safe and healthy and provides learning opportunities that promote their growth and development.

To ensure a child's safety and well-being and to foster social and emotional development, it is necessary at times to impose limits or set standards of acceptable behaviour. Class Leaders should be guided by their knowledge and understanding of a child's age and relevant growth and development, as well as an understanding of the individual child.

Appropriate guidance of the children's behaviour occurs in an environment where a trusting and caring relationship has been established between Class Leader and child. This can be achieved by showing genuine interest and warmth and by viewing the children and their feelings as important and worthy of respect.

The role of the Class Leader, alongside the accompanying parent/carer is to support a child's sense of being a worthwhile person while providing opportunities for the child to learn appropriate ways to interact with others. Promoting positive self-esteem helps children to become emotionally healthy and self-confident. Once trust and a sense of security is established, children will feel safe to express themselves, knowing that there are supportive and understanding adults who can be counted on to help them gain control of their own world.

Children are given the opportunity to express their emotions at Twistin Tots classes and are guided in appropriate ways of communicating their wants and needs to others. Our Class Leaders will empathise with the children and try to interpret their feelings and motives. Class Leaders will approach discipline in a positive manner, using praise and attention to encourage desirable behaviours, while treating each child as a unique individual in a fair and consistent manner.

Methods used will include:

1. Redirection: guiding a child into acceptable options
2. Natural and Logical Consequences: making the child aware of the results of their actions
3. Setting Limits: Class Leaders will develop boundaries for the children, either as a group or individually according to the situation
4. Modelling: demonstrating appropriate behaviours to the children



5. Anticipating: Class Leaders will plan and prepare their classes in such a manner as to avoid conflict

### **Behaviour Guidance Policy Adherence**

All Team Members, program volunteers and Franchisees – upon appointment - are required to affirm that they have read, understand and will adhere to the Behaviour Guidance Policy and procedures of Twistin Tots.

It is a condition of employment that this is adhered to.

Should Team Members, program volunteers or Franchisees fail to comply with, or contravene the Behaviour Management Policy, the Owner is obligated to act immediately. The Owner, must not permit and is prohibited from doing anything understood as prohibited disciplinary practices in the Child Care and Early Years Act (2014). Prohibited Disciplinary Practices

There shall be no:

- a) Corporal Punishment of a child
- b) Physical restraint of the child, such as confining the child to a high chair, car seat, stroller or other device for the purposes of discipline or in lieu of supervision, unless the physical restraint is for the purpose of preventing a child from hurting himself, herself or someone else, and is used only as a last resort and only until the risk of injury is no longer imminent
- c) Locking the exits of the premises for the purpose of confining the child, or confining a child in an area or room without adult supervision, unless such confinement occurs during an emergency and is required as part of the licensee's emergency management policies and procedures
- d) Use of harsh or degrading measures or threats or use of derogatory language directed at or used in the presence of a child that would humiliate, shame or frighten the child or undermine his or her self-respect, dignity or self-worth
- e) Depriving the child of basic needs including food, drink, shelter, sleep, toilet use, clothing or bedding f) Inflicting any bodily harm on children including making children eat or drink against their will

### **Failure to Comply with Procedures**

Should Team Members, volunteers, or Franchisees fail to comply with the Behaviour Management Policy, the following steps will be taken by the Owner:

- A verbal warning
- A written warning
- Dismissal



### **Persistent Disruptive Behaviour at Classes**

A positive approach ensures health and safety, respect for the rights of others and maintains equipment. If disruptive behaviour is persistent at classes from a particular child, the Class Leader will speak to the parent(s) to determine an appropriate course of action.

In all cases when parents are informed of a child's behaviour, Class Leaders will discuss the causal behaviour with the parents and attempt to determine together if this is a pattern of behaviour and how best to resolve the behaviour in a positive, supportive fashion.

Staff may provide parents with information on local resources available for professional support, if required.

Should the behaviour persist, and if the behaviour is causing a nuisance to other parents and disrupting classes, and if required for the safety of the children and staff at Twistin Tots classes, the Class Leader (after consultation with the Owner) may as a last resort, decide to ask the parent to remove their child from classes.

### **Monitoring**

The Owner will ensure that this policy is available for and reviewed by Team Members, program volunteers and Franchisees. She will ensure Team Members, volunteers and/or franchisees review the permitted disciplinary practices upon employment and annually thereafter.

She will also encourage professional skills development in this area if required.

### **Informing Parents**

Parents may view Twistin Tots' approach to behaviour guidance on the Twistin Tots website at [www.twistintots.co.uk/Policies](http://www.twistintots.co.uk/Policies)

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