

Behaviour Policy



The Children's Respite Trust promotes welfare and enjoyment through effective behaviour management. We aim to create an atmosphere of tolerance, respect, and inclusion, working in partnership with parents using clear, consistent, and positive strategies.

EYFS Themes and principles

A unique child	Positive Relationships	Enabling Environments
Support babies and children to develop a positive sense of their own identity and culture	To be sensitive and responsive to the child's needs, feelings and interests	Value all people
Identify any need for additional support	To be consistent in setting clear boundaries	Value learning
Keep children safe	To build on key person relationships in early years setting	
Value and respect all children and families equally		

Policy Aims

Encourage respect for others, property, and diversity (**race, gender, ability, age, religion**). Support independence, emotional regulation, and confidence. Provide a safe, enjoyable environment where children feel comfortable seeking help.

Encouraging Positive Behaviour

Staff act as role models, praise appropriate behaviour, and use individual strategies. Parents informed of achievements; wide range of play opportunities offered. Staff build trust, treat children with dignity, and understand behaviour as communication. Positive reinforcement: praise, activity choices, tangible rewards, parent communication.

Managing Challenging Behaviour

Calm, firm, positive approach; de-escalation techniques used first. Post-incident reflection with child; mediation for conflicts. Persistent issues: work with parents, maintain child's well-being. No harmful punishments (**e.g., withdrawal of food/drink**). If behaviour poses risk or cannot be managed safely, services may be withdrawn.

Strategies: clear routines, predictable responses, realistic expectations, rewards. All incidents recorded (including ABC charts); safeguarding procedures if needed. Physical intervention only as last resort, minimal force, documented within 24 hours.

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Children Who Abscond

If a child or young person absconds or attempts to leave the premises without permission, staff will act immediately to ensure their safety.

This includes:

- Alerting other staff members and initiating the agreed absconding procedure.
- Ensuring remaining children are supervised and safe.
- Attempting to safely return the child without physical force unless absolutely necessary to prevent harm.
- Informing parents/carers as soon as possible.
- Recording the incident in detail and reviewing strategies to prevent recurrence.

If the Trust determines it cannot safely meet the child's needs and/or staff feel they cannot keep them safe, or do not feel confident in managing the situation, it reserves the right to withdraw services.

Aggressive Behaviour – Adults

Zero tolerance for bullying, aggression, or sexualised behaviour. Unacceptable behaviour includes shouting, threats, racist/sexist language, physical assault, sexual comments.

Procedure: Remove children, calm discussion, encourage complaints process, insist on calm or leaving premises, call police if necessary. Sexualised behaviour treated as serious safeguarding concern; documented, escalated, possible ban.

Related Policies: **Equalities, Complaints, Safeguarding**

This policy was adopted by: Michelle Hulse	Date: 08/01/2026
To be reviewed: January 2027	Signed: 