



Forever Angels Baby Home **Policy on: Discipline**

"CHILDREN MUST BE TREATED WITH RESPECT AND SHOWN LOVE, COMPASSION AND KINDNESS IN ORDER TO LEARN HOW TO SHOW THOSE BEHAVIOURS TO OTHERS."

As Forever Angels Baby Home endeavors to provide a warm, friendly, caring and stimulating environment for children to flourish, it is essential to provide a discipline policy which will promote the type of behavior within the Home to create a happy and relaxed atmosphere which will make this possible.

The Home has a 'no violence policy' which means that there will be **NO** circumstances in which a child will be punished by smacking, slapping, shaking, pinching or any other type of physical punishment. Neither will a child ever be humiliated, frightened, deprived of, or forced to consume food or drink or verbally assaulted or threatened in any way.

At Forever Angels Baby Home we will endeavor, at all times, to prevent situations which may result in a need for disciplinary action. Adequate play material will always be provided, reducing the likelihood of squabbles over desirable toys. Staff will strive to treat all children as fairly as possible and give them all constant love and attention. When children are receiving adequate 'positive attention' they rarely find it necessary to misbehave in order to attract 'negative attention' – so a system of positive reward must always be used.

The children at Forever Angels will be continuously praised for any good / kind / helpful behaviors to encourage others to follow.

The most regularly cited example of childhood behavior problems is attention seeking – and in an Orphanage setting, with many children and few adults – this will be even more obvious. Staff will be trained to always strive to meet the attention needs of the children in the Home and if a particular child seems to require more attention that can be supplied, efforts will be made to have a member of staff/volunteer pay more attention to that particular child.

- Should a situation arise where child management action is required, the staff will employ the least intrusive means to effectively deal with the child.

We use the ‘Smiley Face’ behavior chart for all the Toddlers at the Baby Home. This involves rewarding children who have been well behaved all morning / afternoon with a sweet / story / TV etc.

At Forever Angels Baby Home we have the following beliefs:

- * Forever Angels operates within the context of the wider society and has a responsibility to prepare young children for successful participation in families, schools and eventually, society.
- * All individuals and groups within society should be treated with respect at all times.
- * Individuals choose their own behaviour to meet their needs, although some circumstances may limit the ability to exercise choice.
- * Families, society, peers, staff and other significant adults influence the choices of young people.
- * Individuals must accept responsibility for their own behaviour according to developmental ability.
- * Since behavior is the result of choice, we must equip children to make the best possible choices.

In order to expect good behavior from children, we will work together to create environments which are:

- safe, friendly, enjoyable and fun
- inclusive
- conducive to learning
- free from harassment and bullying
- full of happiness, praise and excitement

We will work together to develop plans to support behavior change and manage seriously or persistently irresponsible behavior.

The On Site Managers should always be called to assist any member of staff where a child was/is out of control or where the physical restraint of a child is necessary. Any incident involving physical restraint must always be reported to the On Site Managers and should be recorded in the ‘Accident Book’ for our records.

Many of the children at the Baby Home are babies and discipline procedures should never really be needed.

Beliefs we will try to instil in the older children

We respect ourselves, each other, and our Home.

We listen carefully, answer politely, and do what we are asked first time.

We keep our hands and feet to ourselves.

We share our toys / clothes / Mamma's attention

We try hard to be kind to others at all times.

We will always remove a child from situations when they are hurting others or may hurt themselves.

Any kind of negative physical reaction to a young child's behavior is NEVER appropriate. Each child will be treated with respect, love and kindness at all times.

We wish to promote positive behavior within the Home encouraging the development of a sense of right and wrong from the earliest possible age – and ensuring our children grow up into happy, caring, respectful adults.

Forever Angels Baby Home NGO September 2011 – To be reviewed in 2015