

BEHAVIOUR MANAGEMENT

Purpose

- To outline our Statement of Expectations regarding behaviour (including physical contact)
- To provide an environment that enables us to achieve our Statement of Expectations

Statement of Expectations

We recognise the importance of positive and effective behaviour management practice in order to promote children's learning, enjoyment and welfare. We foster this in a calm, secure, caring environment, with a positive approach, praise and encouragement.

Best Practice

Our approach to managing children's behaviour aims to help them:

- Develop a sense of caring, sharing and respect for one another
- Build positive relationships with children and adults
- Develop a range of social skills that assist in their understanding of what is acceptable
- Develop confidence and self esteem
- Encourage self discipline
- Understand the diversity within a community and behave in an inclusive manner

How This Will Be Achieved

- Staff and children will establish and maintain a set of nursery rules and staff will ensure that these are communicated regularly and applied consistently
 - The above nursery rules will apply to children and staff
- Activities will be varied, well planned and structured so that children are not easily bored or distracted
- Positive behaviour will be reinforced with praise and encouragement
- When dealing with negative behaviour, staff will:
 - Ensure it is handled in ways that are appropriate to the child's age and stage of development
 - Listen to the child, hear reasons for their actions and allow them to express their views in an appropriate manner
 - Try to redirect children's interest by offering them alternative and positive options
 - Communicate in a clear, calm and positive manner
 - Never use or threaten physical (corporal) punishment such as smacking or shaking nor use or threaten any punishment which could adversely affect a child's well-being
 - Never send a child out of the room by themselves
- Staff will discuss instances of negative behaviour with parents/carers in order to share ideas regarding improvement
- Staff will be aware that some kinds of behaviour may arise from a child's special needs and having identified this will take appropriate action. This may include:
 - Communicating in different ways
 - Working with parents and other support services and following SEN guidelines
- Staff will provide a positive role model by:
 - Working as a team
 - Demonstrating care, understanding and respect for one another
 - Demonstrating a positive manner at all times
 - Demonstrating the use of manners including use of 'please' and 'thank you'
- We will ensure play equipment and activities include and reflect diverse cultures and that children are encouraged to interact in an inclusive manner
- The nursery manager is responsible for monitoring the ongoing implementation of AC's approach to behaviour management

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Bullying

Bullying behaviour will not be tolerated in any circumstances throughout the nursery, this includes bullying by children, staff, parents/carers or other visitors. Examples of bullying are, but not limited to, the following:

- Emotional e.g. being unkind, excluding others/making someone feel left out
- Physical e.g. pushing or other negative contact
- Verbal e.g. name calling, threatening, ridiculing
- Psychological e.g. behaviour likely to instil a fear or anxiety in other people

Preventing Bullying Behaviour

- All staff will make every effort to create and encourage a caring and inclusive environment
- Any instances of bullying must be reported to the manager
- Staff have a duty to inform the manager if they witness any incident of bullying
- In most cases, bullying behaviour can be prevented and addressed accordingly by applying this Behaviour Management Policy

Dealing with Bullying Behaviour

- Any instances of bullying will be investigated and dealt with thoroughly and sensitively
- Appropriate action will be taken to avoid a recurring incident
- Any instances of bullying will be recorded using the 'Complaints' documentation and handled accordingly

Restraint of Children

In certain instances it may be necessary for a member of staff to restrain a child, in order to safeguard the child's safety, the safety of others, to prevent serious damage to property, or in what would reasonably be regarded as exceptional circumstances. Examples may include: a child climbing on a table or crossing the road. Any occasion where physical intervention is required must be recorded on a *Children's Accident/Incident Report Form*. Information on this form must be shared with the parent/carer on the same day and the form must be retained in the child's file.

Suspension and Exclusion

We are committed to dealing with negative behaviour in a constructive manner. Challenging behaviour will be handled between staff, parents/carers and the child. However there may be an occasion when standard practice is not sufficient to address the problem and it is believed to be in the best interests of all parties, including the remaining children at the nursery, to remove a child on either a temporary or permanent basis.

In these instances:

- We reserve the right to suspend or exclude without notice
- A meeting will be held between staff, parent/carer and the child to outline the issue
- Where appropriate, timescales will be agreed in order to consider a re-introduction to the nursery

Positive Behaviour

- Staff will praise children for positive behaviour. Examples of how this might be achieved include: verbal recognition (including in front of other children/staff), using stickers and advising parents.

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Comforting a Child

- When a child requests a hug or other physical contact, staff may hug the child but must ensure that they do not apply physical pressure and do not go beyond what would be considered to be appropriate contact or duration and must ensure that the child's personal space, dignity and well being is respected at all times.
- When it is appropriate to comfort a child without the child's specific request (e.g. if they are upset or have had an accident/injury), the above guidelines must also be followed.

Other Physical Contact

- Staff must discourage/refrain from what may be viewed as unnecessary or inappropriate physical contact (other than that previously mentioned in this policy). This will include: from a child to a member of staff, from a member of staff to a child, from a child to another child or self infliction by the child to themselves. As it is not possible to list all potential situations, staff must check with the nursery manager first to ensure that they have complete clarity about what is acceptable.
- It is the duty of every member of staff to highlight to the nursery manager, any instances where they have concerns regarding inappropriate physical contact. Please also refer to the Safeguarding Policy and the Whistleblowing Policy (the latter being contained in the Staff Handbook).

Behaviour Management Representative

Debbie Chadwick is AC's Behaviour Management Representative and has undertaken suitable training

Please also refer to the Physical Handling Policy