



Childcare at its best

Behaviour Management Policy

Our setting aims to provide a stimulating range of experiences and activities for children to make sense of the world through play.

We aim to provide situations in which children can develop self-discipline and self-esteem in an atmosphere of mutual respect and encouragement. We recognise the importance of adults providing a role model for children.

We acknowledge conflicts occur in childhood and adulthood and through viewing conflict as a learning opportunity children will gain a valuable life long skill that benefits themselves, their families and society in line with the British values. We believe in the use of positive discipline as a more effective way of setting limits for children. This will give children appropriate skills and strategies to deal with difficult situations.

The Behaviour Management Policy will provide staff with the guidance required to ensure a consistent and positive approach to children's behaviour. Within the nursery, staff will aim to provide positive role models for the children through their interactions with each other and the other children, and will maintain a happy, caring, structured ethos, conducive to appropriate behaviour. Staffs' expectations for children's behaviour should be high and, at all times they should lead by example.

Staff should aim for children to learn to:

- Act appropriately whilst exploring feelings and develop strategies for self-regulation.
- Leave their parents/carers happily and with confidence.
- Participate in group activities and develop the skills of sharing and taking turns in their play.
- Ask for and be willing to receive help or advice from others.
- Follow simple instructions appropriate to their individual stage of development.
- Enjoy and respond to praise.
- Develop skills of concentration when involved in both self-initiated and adult-directed activities.
- Be strong, confident and resilient individuals who understand that decisions they make lead to response and consequences.
- Demonstrate good manners at all times.
- Show consideration and respect for the nursery equipment and resources, and for others belongings.
- Establish consistency in behavioural responses between home and nursery and when spending time with different adults.
- Develop skills in co-operation, communication and empathy for others.

Staff should:

- Recognise the individuality of all our children.
- Support each child in developing self-esteem, confidence and feelings of competence.
- Develop strategies for self-regulation.
- Provide a key worker system enabling staff to build a strong and positive relationship with children and their families.
- Work in partnership with parents and carers by communicating openly.
- Praise children and acknowledge their positive actions and attitudes therefore ensuring that children see that we value and respect them.
- Encourage commitment to promoting Greenacres Life Values in line with resilient children and challenging negative influences.

ENCOURAGING POSITIVE RELATIONSHIPS

Practitioners at Greenacres ensure that children are respected as individuals and build on their strengths and interests. All our practitioners support children's learning by sharing control and creating an atmosphere of mutual trust and respect.

We do that by:-

- ☺ Following cues from children's play and conversation.
- ☺ Building a relationship with children.
- ☺ Learning from children.
- ☺ Giving control to children during different parts of the daily routine and in conversation.
- ☺ Viewing situations from a child's perspective.
- ☺ Looking for children's interests.
- ☺ Planning around children's strengths and interests.
- ☺ Sharing children's interests with parents.
- ☺ Promoting independence and praising.

By joining in with children's play, adults show that staff value and appreciate play as a way of learning which children find challenging, satisfying and rewarding.

CODE OF PRACTICE

- 1) Children's self esteem and social skills are developed in a positive environment to promote respect, and a caring attitude to each other. 'Rainbow Rules', 'Lions roaring rules' or 'Bee Rules' are adopted within the settings to allow children to be actively involved in the management of their actions, we aspire to teach children from an early age the British values using Greenacres life values as a base for long term skills in life. Children are encouraged to be strong and resilient individuals who feel comfortable to self-regulate using positive reinforcement.
- 2) In the event of inappropriate or negative behaviour, staff will use positive techniques to explore reasons, patterns and interventions calmly and deter further displays using support, praise and encouragement. Constant behaviour issues will trigger staff to do regular observations in order to gain information and The Behaviour Management Advisor will be involved for further advice.

- 3) Continuous patterns of unacceptable behaviour will be shared with parents and relevant practitioners to devise an action plan best suited for the individual child. Regular reviews are made to monitor progress or further action.
- 4) With parental involvement other professionals may be involved to assess or advise where behaviours are unresolved. Behaviour incident forms aid us in recording patterns and reasons for behaviour to use when developing action plans with parents.

The behaviour management advice person is: Susan Green

Physical Intervention

It is our duty that as a registered childcare provider to carry out procedures that safeguard and promote the welfare of the children in our care. A record is kept about safeguarding training for the staff and each setting has a designated safeguarding officer and deputy safeguarding officer. Consistency in approach is important both to provide the most effective support of all children and to avoid confusion between adults/parents.

It is a criminal offence to use physical punishment or the threat of it to the children in our care.

It is reasonable to use force when:

- * A child is causing personal injury to themselves, other children and staff members.
- * A child is causing significant damage to property.

The nursery promotes independence, choice and inclusion and to establish an environment that enables all children to achieve positive outcomes. Prevention is the best strategy and staff have undertaken behaviour management training to update their skills.

Every child and adult is entitled to;

- * Respect of his/her own private life.
- * The right not to be subjected to inhumane or degrading treatment.
- * The right not to be discriminated against.

There may be times when members of staff have the right to use reasonable force to control or restrain a child/children in certain circumstances. Wherever possible restrictive physical intervention will be used in a way, which respects cultural and religious differences.

Procedure:

Physical intervention will only be used in the best interests of the child. The decision to use intervention will be based on assessment of risk. The staff will only apply a reasonable amount of force to avert injury or damage and apply it for the shortest period of time, this will be proportionate to the behaviour of the child to be controlled and the nature of the harm they may cause.

Behavioural incident forms and keeping records;

- * It is within our policy to involve parents/carers in all behavioural incidents
- * An incident of restrictive intervention will be recorded immediately after the incident including who involved, type of intervention, date and duration any injuries and if child old enough their views.

Procedures on Bullying

If bullying occurs we will:

- Act immediately.
- Gather as much information about the situation and incident as possible.
- Avoid blaming individuals.
- Talk things through calmly.
- Encourage children to work out solutions which everyone can accept.
- Monitor the children after the incident to ensure the solution is working.
- Reports incidents to designated person.
- Seek help from other professionals where appropriate.
- Talk to parents calmly and without accusing or judging them or their child.
- Put strategies into place to support all children and to avoid the situation occurring in the future.

As a part of our programme of activities we will help children understand about their rights and the effect of bullying on individuals by –

- Encourage children to feel good about themselves.
- Build up children's self-esteem and feelings of self-worth.
- Encourage children to be assertive, resilient and self-regulated.
- Demonstrate ways of expressing feelings and behaving towards others.
- Treating children with respect, never ridiculing a child.
- Giving plenty of praise and specific positive feedback to children.
- Providing activities which encourage social skills e.g. taking turns, sharing, helping each other, being positive with others.

Our Greenacres Life Values also encourage positive behaviour and allow children to explore feelings in a safe environment whilst building the understanding that our actions and decisions will result in response and consequence. Exploring positive outcomes becomes part of each child's emotional development and well-being.