

Behaviour Management

Date: January 2016

Date of next review: January 2017

Signed: L. Downs

Here at Best Start Nurseries, our goals of behaviour management are:

- ☺ To help children develop positive social skills.
- ☺ To support each child in expressing their feelings, whilst being sensitive to the needs and feelings of others.
- ☺ To encourage children to take responsibility for their actions and to realise that there are consequences for inappropriate behaviour.
- ☺ To help children begin to take an active role in monitoring and reflecting their own behaviour.

Good Practice

- ☺ All practitioners should work together to respect the rights and dignity of others to ensure a safe, harmonious and caring environment.
- ☺ Practitioners should recognise and support individual ways of encouraging children to become responsible and caring people, problem solvers and independent thinkers.
- ☺ Practitioners should note that behaviour management is only effective when used consistently at developmentally appropriate levels for each child.
- ☺ The children's safety and physical and emotional well - being must be ensured when guiding children.
- ☺ Practitioners are to role model and highlight positive behaviour whilst working collaboratively with parents in order to recognise a child's achievements and to effectively problem solve.
- ☺ A variety of behaviour management approaches can be used to support diverse values that are important to families.

Nursery rules are concerned with safety and care and respect for each other. Children who behave inappropriately by physically abusing another

child or adult e.g. biting, or through verbal bullying, will be required to talk through these actions. The child who has been upset will be comforted and the adult will confirm that the other child's behaviour is not acceptable. It is important to acknowledge when a child is feeling angry or upset and that it is the behaviour we are rejecting, not the child.

- Children will be distracted from the negative situation and supported in a different activity or environment, if necessary for their own well-being and that of others in the group.
- Children need their own time and space. It is not always appropriate to expect a child to share and it is important to acknowledge children's feelings and to help them understand how others might be feeling.
- Children must be encouraged to recognise that bullying, fighting, hurting and discriminatory comments are not acceptable behaviour. We want children to recognise that certain actions are right and that others are wrong.
- Bullying takes many forms. It can be physical, verbal or emotional, but it is always a repeated behaviour that makes other people feel uncomfortable or threatened.
- Any form of bullying is unacceptable and will be dealt with immediately.
- At our Nursery, staff follow the procedure below to enable them to deal with challenging behaviour:

Effective measures for dealing with inappropriate behaviour

1. The child is removed from the situation for a short period (dependent on their developmental understanding of the behaviour displayed by them). During this time they should be asked to reflect on what she / he have done. Such measures are conducted sensitively and thoughtfully. Practitioners should speak in a calm, clear manner, being firm yet polite. Practitioners should address the child at their level at all times.
2. Practitioners should ensure that the child is reassured that it is the behaviour that is inappropriate, not them. It is our policy to ensure that the word "naughty" is not used at any time!
3. If inappropriate behaviour still persists, the child's parents will be informed to ensure a clear partnership and involvement is in place between the Nursery and the parents. The behaviour issues are discussed openly to try and deter any underlying cause i.e. changes in home life. A common approach can then be obtained between the Nursery and parents to ensure that clear concise messages are relayed to the child.

All staff must adhere to the welfare requirements in reference to safeguarding and promoting children's welfare to ensure that all children's behaviour is managed effectively and appropriately to their own stages of development. This is to avoid children from causing any personal injury to themselves, other children, adults and to prevent serious damage to property.

In order to meet this requirement staff will receive regular in-house training to build confidences in dealing with such situations if they were to occur and to deal with them effectively and to try to avoid any distress to the child and / or others.

The following actions are NOT permitted under any circumstances at Nursery:

⊗ Corporal punishment in any form such as: Smacking, slapping, shaking or any other way roughly treating a child.

- ⊖ Deprivation of food, sleep or medical attention.
- ⊖ Shouting, or in any way frightening or humiliating a child e.g. sending a child to another room or to the Office.
- ⊖ Isolating a child by leaving him / her alone in a room.
- ⊖ Any other actions likely to instill feelings of guilt, shame or inferiority into the child.
- ⊖ Bullying: We do not tolerate any form of bullying and this applies to everyone within the Nursery.

Physical restraint of a child will ONLY be used where, in our best judgment, there is a real or potential danger of injuring themselves, others or seriously damaging property. In such cases restraint will be limited to holding the child until the immediate danger has passed, while talking to the child in a calm and reassuring way. Restraint will be released as soon as it is deemed safe to do so.

All cases of restraint are recorded and parental involvement will be sought when necessary to resolve behavioural problems. The Officer in Charge will review these records on a regular basis to determine whether any adverse trends are apparent and if so what action is required.

Any Practitioner, who, without reasonable excuse, fails to comply with the above, is committing an offence.

Our named Behaviour Management Officer is: Jean Oxborrow. Her role is to provide support and guidance to other staff and to advise if ordinary methods are not effective with a particular child.