

CHILDREN'S CENTRE (NURSERY): BEHAVIOUR MANAGEMENT POLICY



Every Child Matters									
Be Healthy	✓	Stay Safe	✓	Enjoy and Achieve	✓	Make a Positive Contribution	✓	Achieve Economic Well-Being	✓

PURPOSE OF THE POLICY

The Nursery's philosophy believes that all children are special and that each child and family is unique. We aim to treat each child with equal concern, giving freedom of choice whilst offering access to and encouraging participation in every opportunity.

SCOPE

We aim to develop a sense of belonging within the Nursery community by providing a stimulating and rich learning environment in which children develop self-discipline, self-esteem, consideration for each other and their surroundings. Practitioners promote positive behaviour, model good behaviour and work in partnership with parents/carers and other professionals to support the individual needs of every child.

RESPONSIBILITY AND AUTHORITY

We believe in working towards managing behaviour rather than the discipline of a child.

1. Corporal punishment is never used or threatened and nor are practices which humiliate or frighten children. An Early Years Provider, who without reasonable excuse, fails to comply with this requirement, commits an offence.
2. All staff will ensure that the rules of the Nursery are applied **consistently** so that children have the security of knowing what acceptable behaviour is and what is not.
3. Clear, consistent boundaries are set regarding behaviour, taking into account the age and stage of development of the child.
4. Children are made aware of the need for goals and boundaries and specific expectations for their behaviour in ways appropriate to their levels of understanding.
5. Unacceptable behaviour is:
 - When a child is attempting to harm another child, him/herself or a member of staff
 - When a child is verbally abusing another child
 - When a child is being destructive with play equipment etc
 - When a child refuses to listen
6. Positive methods of guidance are used. Emphasis is put onto catching a child being good and rewarding the positive behaviour through praise and encouraging respect for others.

7. We encourage responsibility such as helping to tidy up, serving up own lunch, preparing activities and helping one another.
8. Adults intervene and redirect, if necessary, to prevent disagreements developing that children cannot handle.
9. Any incidents of unwanted behaviour are handled in a calm and controlled manner. It is important to acknowledge that a child is feeling angry or upset and it is always made clear that it is the behaviour, not the child that is unwelcome.
10. How a particular type of behaviour is handled will depend on the child and the circumstances. It may involve the child being encouraged to discuss their feelings and think about what he or she has done.
11. The child who has been upset will be comforted and the adult will confirm that the other child's behaviour is not acceptable.
12. In some cases, after a reasonable amount of discussion, time out will be used. This is when the child will be asked to sit just outside the activity, for a brief period of time. The child will then be asked if he or she would like to re-join the activity when they have calmed down.
13. Where restraint is unavoidable, the minimum amount is used consistent with maintaining the safety of the child and others. It may be necessary to take the child by the hand or arm to a quiet place to calm down and reflect. Any occasion where physical intervention is used to manage a child's behaviour will be recorded; the parents will be informed the same day.
14. Professional advice is sought in specific cases and their guidance followed in agreement with parents/carers working in close partnership at all times. Where necessary a signed agreement in the management of their child's behaviour will be recorded.
15. In all cases inappropriate behaviour will be dealt with at the time of the incident. Children of a very young age have a short memory and may not recall what happened at a later date.
16. We need to give children non-aggressive strategies to enable them to deal with difficult situations or conflict. They need to be given opportunities to release their feelings more creatively.
17. If parents think their child is being bullied, they are requested to inform the supervisor, noting if possible who, what, where and when the bullying occurred. If bullying is taking place, responses will vary from short periods of exclusion from activities to a withdrawal of privileges. The parent of the child involved will also be informed. In extreme cases, children may be excluded from the provision.
18. Persistent problems with unwanted behaviour are promptly and accurately recorded, then reported to parents/carers, colleagues or professionals, as appropriate, and advice sought. In extreme cases children may be excluded from the provision.
19. Parents/carers may be asked to meet with staff to discuss their child's behaviour, so that if there are any difficulties we can work together to ensure consistency between nursery and home.
20. Jill Stubbs is the named member of staff that takes the lead in behaviour management issues and ensures other staff members have appropriate guidance in behaviour management.


21. In some cases we may request additional advice and support from other professionals such as the Educational Psychologist or Childcare advisor. Jill Stubbs will seek expert advice if needed with parental permission.
22. Children do 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.

By positively promoting good behaviour, valuing co-operation and a caring attitude we hope to ensure that children develop as responsible members of society.

Named Person for Behaviour Management: Jill Stubbs

By signing the parent contract parents will be confirming they have read and agreed to the Nursery Behaviour Management Policy.

RELATED POLICIES, PROCEDURES, DOCUMENTS, DEFINITIONS

Policy Review				
Author/Owner	Position	Approved by Corporation	Approval date	Review date
Michelle Blundell	Children's Centre Manager	Signed: 	12.07.18	July 2020

Document Control – Revision History (Policies only)

Author/Owner	Summary of Changes	Date	Date last reviewed by SED	Recommend to SED Y/N
Michelle Blundell	New Policy	18.06.18	-	Yes

Initial Equality Impact Screening			
Have you consulted on this policy? Yes Details: Early Years Advisor			
What evidence has been used for this assessment? Ofsted online, Early Foundation Stage Statutory Requirements September 2017			
Could a particular group be affected differently in either a negative or positive way? Indicate Y where applicable			
Group	Negative impact	Positive impact	Evidence
Age Disability Gender (incl. Transgender) Race (incl. Gypsy & Traveller) Religion or belief Sex Sexual orientation Marriage & civil partnership Pregnancy & maternity Other groups (see guidance)			
Please give details: N/A			
If any negative impacts are identified, are there any related policies, services, strategies, procedures or functions that need to be assessed alongside this screening? If yes, please detail below: N/A			
Should the policy proceed to a full Equality Impact Assessment? No If no, please give reasons: All children are treated equally; professional advice sought if necessary for further guidance on positive strategies to help manage behaviour.			
Declaration We are satisfied that an initial screening has been carried out on this policy and a full Equality Impact Assessment is not required. We understand that the Equality Impact Assessment is required by the College and that we take responsibility for the completion and quality of this assessment			
Completed by Author: Michelle Blundell		Position: Children's Centre Manager	Date: 18.06.18
Reviewed by Safeguarding, Equality & Diversity Group:			Date: 27.06.18
Comments from Safeguarding, Equality & Diversity Group Review:			