

# Behavior

# Management

# Policy

## Reviews and Amendments:

• Implemented	02 <sup>nd</sup> January 2013	Laura Leigh Wayman
• Amended	16 <sup>th</sup> August 2013	Laura Leigh Wayman
• Reviewed	9 <sup>th</sup> October 2013	Laura Leigh Wayman
• Amended	05 <sup>th</sup> January 2014	Laura Leigh Wayman
• Updated	06 <sup>th</sup> November 2014	Laura Leigh Wayman
• Reviewed	17 <sup>th</sup> February 2016	Sara Bradley
• Updated	06 <sup>th</sup> March 2017	Carla Gibson

# Child's Play Private Nursery Ferryhill

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## Policies and Procedures

### **Behavior Management Policy**

Child's Play Private Nursery understands the critical role adults have in modelling behavior. We aim to create a positive environment where adults consistently manage and encourage positive behavior that promotes children's welfare and development.

This policy has reference/regard to Statutory Framework for the Early Years Foundation Stage 2014 page 26 and 27, 3.52, 3.53

We ensure that staff have an understanding of child development and what is appropriate behaviour for the age and stage of the individual child, as well as the factors which may impact on behaviour for example; tiredness, hunger, boredom etc and that behaviour can be away of a child communicating needs and feelings. Staff are also aware that children's emotional needs, changes in behaviour may be linked to safeguarding or child protection concerns.

**Expectations of all staff with regards to behaviour management-** we do not promote acknowledge or affirm any form of physical punishment, nor do we affirm a child being shouted at. Child's Play believes that the best form of behaviour management is having effective role models (practitioners) who promote and praise wanted/desired behaviours and use distraction techniques to entice a child to stop carrying out unwanted behaviours. We try not to give 'lots of attention' to a child displaying unwanted behaviours as in most cases we find that the unwanted behaviours are simply away of 'attention seeking'.

On occasions where a practitioner can not simply 'ignore' unwanted behaviours (i.e. hitting) the staff member will get down onto the child's level and talk to them about that unwanted behaviour and explain why it is not appropriate. If a child is upset or angry in any way the staff member will try to allow the child some 'reflection time' and encourage them to sit in the quiet area until they are ready to talk.

Practitioners understand that they are not to assume that children know what is expected of them. Explain what they need to do in a positively phrased sentence. Say child's name first to gain their attention e.g. 'Mary, put the cars in the box.' Re-direct their play giving clear instructions e.g 'Paul, let's build a tower' rather than 'Don't throw bricks.' Give gentle reminders before things happen e.g. tidying up before lunch. This can be verbal or sensory prompting. Offer choice to support engagement in play e.g. 'shall we read a story or do a puzzle?'

Every practitioner is responsible for ensuring that this behaviour management policy is implemented in the setting. Seniors and Management staff need to continually ensure that these are implemented correctly and are involved with updating this policy as and when required and provide training to other members of staff.

All members of staff, volunteers and students go through an induction process that covers behaviour management when they start working for Child's Play Private Nursery. Provided by a member of the management team.

Please note the senior practitioners in each room are the lead behaviour management coordinators, however Nurse Manager – Carla Gibson and Leader of Learning – Stephanie Metcalf are the main support for these coordinators.

This policy is on display in the parents' area in the policies folder, this policy will also be discussed with families.

### **Managing behaviour that continues to cause concern**

- In order to monitor and record your behaviour concerns, staff may fill out an incident form or carry out detailed written descriptive observations.
- sharing this information with parents and working together to agree on strategies to use may be arranged, this is usually done by their child's special carer, they tend to have a more established relationship with them and are likely to be more willing to work with us to try and overcome the behaviours.
- Action plans are likely to be put into place and follow up meetings arranged to review any successes with strategies put into place.
- If we or the families need extra support or guidance, we will contact the Early Years Advisory Team and ask them to provide additional support.

### **Bullying**

Bullying is defined as continued unwanted behaviours directed to an individual child or group of children- this could be assault, harassment, name-calling.

We aim to support both the bullied child(ren) as well as the child carrying out the unwanted behaviours. We will follow the same guidelines as 'Managing behaviour that continues to cause concern' – however this time both parties parents will be invited for individual meetings. We NEVER disclose any children's names to other families.

Where continued bullying continues and all strategies have failed your child may be asked to change sessions (if it means they can attend when bullied children are not in attendance), or at worst Child's Play may terminate contacts and not allow the child back into the setting.

### **Recording physical intervention**

We record all incidents where physical intervention is used and inform parents within 24 hours of the incident by recording the following information on an incident form:

- the name of the child
- the name of the staff member(s) who used physical intervention
- the date, time and place of the incident
- the circumstances of the incident and the factors leading up to the incident
- the nature of physical intervention used
- the names of any witnesses
- any injuries that may have occurred during the incident
- any further action taken and parents' signatures.
- Where do you record and store this information?

Physical intervention will only happen if any child/adult is seen to be at risk of harm. This is not something which is encouraged at Child's Play and would only ever be used to ensure the safety of a child.

### **Useful websites**

- ACAS (Advisory, Conciliation and Arbitration Service) aims to improve organisations and working life through better employment relations. [www.acas.org.uk](http://www.acas.org.uk) 08457 474747
- Kidscape, a charity devoted to keeping children safe from sexual abuse and bullying. [www.kidscape.org.uk](http://www.kidscape.org.uk) 020 7730 3300
- Directgov [www.direct.gov.uk](http://www.direct.gov.uk)
- Unicef [www.unicef.org](http://www.unicef.org)
- Childline [www.childline.org.uk](http://www.childline.org.uk)
- Bullying information [www.bullying.co.uk](http://www.bullying.co.uk)
- EYFS and supporting guidance [www.foundationyears.org.uk](http://www.foundationyears.org.uk)

### **Links to legislation**

- Children Act 1989 and 2004.
- Conventions on the Rights of the Child, UNICEF 1989.
- Data Protection Act 1998.
- Employment Equality (Religion of Belief) Regulations 2003.
- Employment Equality (Sexual Orientation) Regulations 2003.
- Every Child Matters – Change for Children 2004.
- Freedom of Information Act 2000.
- Race Relations Act 1976.
- Race Relations Amendment Act 2000.
- Sex Discriminations Act 1975 and 1986.
- Sex Discrimination (Gender Reassignment) Regulations 1999.
- Statutory Framework for the Early Years Foundation Stage
- The Human Rights Act 2000.

### **Links to other policies/procedures**

- Child protection policy
- Confidentiality
- Complaints