

Behavior

Management

Policy

Reviews and Amendments:

• Implemented	02 nd January 2013	Laura Leigh Wayman
• Amended	16 th August 2013	Laura Leigh Wayman
• Reviewed	9 th October 2013	Laura Leigh Wayman
• Amended	05 th January 2014	Laura Leigh Wayman
• Updated	06 th November 2014	Laura Leigh Wayman
• Reviewed	17 th February 2016	Sara Bradley
• Updated	06 th March 2017	Carla Gibson
• Updated	09 Feb 2018	Laura Leigh Davies
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• Updated	11 August 2020	Gareth Davies/Dawn Crosby

Child's Play Private Nursery

Policies and Procedures

Behavior Management Policy

Child's Play Private Nursery understands the critical role adults have in modelling behavior for the children in its care. 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.

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 a way for 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- Child's Play do not promote acknowledge or condone any form of physical punishment, nor do we condone 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 cannot 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.

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

Unacceptable Forms of Behaviour Management – In addition to physical punishment Child's Play does encourage or condone a number of other forms of Behaviour Management. A none exhaustive list of these are below:

- **Shouting, Name Calling, or other verbal abuse directed towards children** - Child's Play will not tolerate any member of staff shouting angrily at any child regardless of the circumstances. In addition staff should never call children by any derogatory or offensive names or direct verbal abuse of any kind at children in their care. Any staff member found to be behaving in such a manner may be subject to disciplinary action.
- **Using bribery as a form of managing a child's behaviour** – This is also not considered to be acceptable at Child's Play, examples of using bribery like methods would be asking a child to behave in a certain way or perform a task in exchange for a reward such as a toy or a treat. Although such behaviour management may seem harmless this may make other children feel unhappy if they do not also receive a reward and enforces a negative cycle of behaviour with the children in the setting.
- **Overly Familiar Physical Contact (Kissing)** – Child's Play believes that its nursery settings should be warm, nurturing and caring environments and encourages staff to behave in this way, however staff should be mindful of the level of physical contact they make with the children in their care. While caring for young children will inevitably require staff to physically comfort children when they are upset such as cuddling them staff should not kiss any child in their care even if the child asks. This may seem innocent and innocuous to staff but it may be seen to be overly familiar by the child's parents or other parents visiting the nursery.

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.

Staff should aim to support both the bullied child/children 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. Staff should never disclose any children's names to other families.

Where bullying continues and all strategies have failed the child may be asked to change sessions (if it means they can attend when bullied children are not in attendance) as a final resort Child's Play Private Nursery may terminate contact and not allow the child back into the setting.

Recording physical intervention

Staff should 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 should only be used if any child/adult is seen to be at risk of harm. This is not something which is encouraged at Child's Play and should 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 0300 123 1150
- Directgov www.direct.gov.uk
- Unicef www.unicef.org
- Childline www.childline.org.uk
- Bullying information www.bullying.co.uk
- EYFS and supporting guidance 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 or 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