

Behaviour Management Policy

Aims

- To provide a structure for positive behaviour management within the setting.
- To provide flexibility in the responses of staff to children's behaviour.
- To provide a supportive framework for children and staff to manage behavioural issues.
- To provide support to parents and carers regarding the management of their children's behaviour.

Information

Inappropriate behaviour refers to non-negotiable actions and may include discriminatory remarks, harm to self or others, bullying or destruction of equipment.

It is important to consider the reasons why children might present certain types of behaviour; boredom, feeling unsettled or unhappy, not feeling listened to, an un-stimulating play setting, and medical reasons for example.

We regard rough and tumble play and play that has aggressive themes, such as superhero and weapon play, as normal for young children and acceptable within limits. The practitioners will judge if such play becomes hurtful or inconsiderate and will then deal with it by using the procedures outlined for dealing with inappropriate behaviour.

Policy

- All interactions with children will be in ways which are appropriate for the children's ages and stages of development.
- Practitioners and other staff will be positive role models for behaviour.
- Play opportunities and activities will be varied and well planned so that children are engaged and interested.
- Practitioners will take active steps to not label children (i.e. difficult, naughty) and to consider the underlying reasons for behaviour.
- Practitioners will work as a team by discussing incidents and resolving to act collectively and consistently.
- Practitioners will ensure that the individual child feels valued and respected at all times.
- Practitioners will take positive steps to avoid a situation in which children receive attention for undesirable behaviour.
- Practitioners will encourage children to express their strong feelings without physical or verbal aggression.
- Practitioners will support children to manage behaviour themselves by helping them find solutions to situations and deal with their emotions appropriately.
- Practitioners will praise positive behaviours and give feedback to parents.
- Practitioners will never use physical punishment such as smacking or shaking and children will never be threatened with these.
- Practitioners will only use physical restraint, such as holding, to prevent physical injury to others and/or serious damage to property.

- Practitioners will not shout or raise their voices in a threatening way
- The Crèche Manager will be responsible for behaviour management.

Responsibilities

The Crèche Manager will:

- Keep up to date with legislation
- Research current behaviour management practices, where appropriate
- Identify additional behaviour management strategies for children with additional needs
- Access other agencies, where necessary
- Provide support to practitioners around behaviour management issues
- Ensure they and other staff have relevant up to date training and that they record details of this.

Procedures for Dealing with Inappropriate Behaviour

In situations that require adult intervention, practitioners will remain calm and consider the most appropriate response, dependent on what led up to the behaviour and also the age and level of understanding of the child. Practitioners should;

- Stop hurtful or disruptive behaviour at once.
- Gather information – ask the children what happened
- Restate the problem.
- Acknowledge children’s feeling whilst explaining why their behaviour was not acceptable.
- Explain the consequences that may occur or ask the children for solutions and choose one together. Offer ideas if children struggle with this.
- If physical or verbal aggression occurs – this will be addressed immediately. The child may be moved to another area of the room.
- If physical contact is necessary adult will keep their body language calm, acknowledge feelings and explain their actions e.g.” I need to hold you/lift you up to keep everyone safe.” When the child is calm explanations can be given as to why their behaviour was not acceptable.

Very Young Children

The strategies for dealing with children under three may differ from those for aged over three. When very young children show inconsiderate behaviour, such as tantrums and biting, practitioners will;

- Remain calm and patient
- Offer comfort to intense emotions and try to calm children through holding and cuddling

Recurring Inappropriate Behaviour

Where inappropriate behaviour is ongoing, practitioners will;

- Try to find if there is an underlying cause
- Liaise with parents/carers and the Area SENCO if appropriate
- Work with the child’s parents/carers to develop and implement an action plan where manageable targets will be set and regularly reviewed
- Contact other professionals, such as the Area SENCO, for support and information

Physical Intervention procedure

As a setting, we will consider the age of children that we work with and what appropriate approaches are regarding physical intervention.

Physical intervention will only be used as a last resort if all other strategies detailed in this policy have not been successful and only if there are reasonable grounds for believing that immediate action is necessary to prevent a child from significantly injuring themselves or others or to prevent serious damage to property e.g. a child running across the road; a child being physically aggressive towards themselves or others whilst upset.

Practitioners will first consider distraction, withdrawing adults and children and making the environment safe.

Physical intervention will be used for the minimum amount of time and with the minimum amount of force.

Practitioners will consider the emotional impact of physical intervention on the child, witnesses and staff and debrief afterwards as appropriate.

Procedure for Promoting Positive Behaviour

- Draw up a clear and simple code of behaviour for children. This will include; be kind, be careful, be safe, you must not hurt anybody.
- Give attention for positive behaviour when the child does not seek it.
- Acknowledge considerate behaviour such as kindness and willingness to share.
- Acknowledge children's efforts as well as achievements.

Recording

Behaviour management issues will be recorded on in the incident record book. The record will be written in a non-judgemental manner, be confidential, accurate and signed by the practitioner involved and the parent/carer. If physical intervention has been used, an incident record must be completed in detail and the parent/carer needs to be informed on the same day. Practitioners will also ensure it covers any observed triggers; others involved; witnesses; type of physical intervention used; for how long and to what force. Any injuries obtained by children or staff as a result of physical intervention will also be recorded in the accident book.