

Behaviour Management Policy

Aim

Our aim is to work in partnership with parents to lay foundations from which children will grow into happy, self-confident, well adjusted children.

Children learn by exploring, experimenting and testing the limits of their environment and experiencing the consequences of their behaviour. In this way, they begin to understand how the world works, their own limits and appropriate assertiveness. Children learn self-control and how the world works in a relaxed, positive atmosphere of support and understanding that recognises the child's struggle. Development is viewed as a growth process, with each age and stage having its own characteristics, its own challenges and needs. As a staff body, we try to create an environment where children, parents and staff all value, respect and care for each other.

Methods

In order to achieve an environment of positive guidance, Loseley Fields Children's Centre requires the staff to:

- Encourage behaviours such as co-operating, helping, negotiating and problem-solving.
- Encourage children's efforts to build feelings of self-worth.
- Model appropriate behaviour.
- Will praise and endorse desirable behaviour such as kindness and willingness to share.
- Ensure the rules are applied consistently, so that children have the security of knowing what to expect and can build useful habits of behaviour.
- Limit expectations to comply with what is realistic for the development level of each child. Clarify expectations for children so that they understand what is expected from them.

Loseley Fields Children's Centre prohibits the following discipline methods:

- Corporal punishment, including spanking.
- Shaking, jerking, squeezing, or physically indicating disapproval.
- Shaming or using humiliation or verbal abuse.
- Using bribes, false threats or unrelated activities as punishments.
- Withholding of food or unrelated activities as punishments.

Such behaviour from any member of staff would be classed as gross misconduct, which can lead to instant dismissal.

When children behave in unacceptable/negative ways:

- Children who misbehave will be given one-to-one adult support in seeing what was wrong and working towards a better pattern.
- In cases of serious misbehaviour, such as racial or other abuse, the unacceptability of the behaviour and attitudes will be made clear immediately, but by means of explanations rather than personal blame.
- In any case of misbehaviour, it will always be made clear to the child or children in question that it is the behaviour and not the child that is unwelcome.
- If behaviour results in an injury to another child/adult e.g. a bite or damage to property the incident should be recorded in the accident/incident book.
- Recurring problems will be tackled by the nursery, in partnership with the child's parents, using objective observation records to establish an understanding of the cause. Parents will be invited to a meeting and an appropriate action plan will be decided together. If the situation persists, outside agencies may be contacted to offer constructive, confidential advice. Parental consent **must** be sought before contacting outside agencies for individual children. If the situation is still unresolved the nursery may request for temporary suspension or termination of the child's attendance.
- Bullying - staff recognise that on occasions children may be the victim or perpetrator of bullying. Staff should ensure that comfort is provided to the victim of bullying. The child's parents should be informed and offered support, ensuring anonymity of children involved. Staff should sensitively manage a child who is bullying and acknowledge the child's stage of development/understanding whilst ensuring the inappropriateness of the behaviour/actions are made clear. Staff should inform parents, maintaining confidentiality and offering support.

This policy was adopted by for Loseley Fields Children Centre.

Name:

Position:

Signature:

Date: **Review Date:**