

Behaviour Management Policy

Statement of Intent

We believe that children flourish best in an environment where everyone knows what is expected of them and children are free to develop their play and learning without fear of being hurt or hindered by anyone else. We aim to provide an environment in which there is acceptable behaviour and where children respect themselves, other people and the environment.

In order to achieve this Eduplay Mobile crèche, MFC crèche and the FFB ensure that:

- We have a named person who is responsible for issues concerning behaviour.
- We require the named person to:
 - Keep up to date with legislation, research and thinking on handling children's behaviour.
 - Access relevant sources of expertise on handling children's behaviour.
 - Check that all staff access relevant in-service training on handling children's behaviour and to keep a record of staff attendance at this training.
- We require all staff, parents/carers, students and volunteers to be positive role models for the children with regard to friendliness, care and courtesy.
- We familiarise all staff, students and volunteers with our behaviour policy during their induction period.
- We require all staff, parents/carers, students and volunteers to use positive ways for handling any conflict, by helping children find solutions in ways which are appropriate for the children's ages and stages of development - for example distraction, praise and rewards.
- We require all adults within our crèches to ensure that any dealings with behaviour is consistent, so that children have the security of knowing what to expect and can build up acceptable habits of behaviour.
- We will praise and endorse desirable behaviour such as kindness and willingness to share.
- We will take positive steps to avoid a situation in which children receive adult attention only in return for undesirable behaviour.

When children behave in unacceptable ways.

- They will be given one to one adult support in seeing what was wrong and how to cope more appropriately. Where appropriate, this might be accomplished by a period of "time out" with an adult.
- Children will never be labelled as naughty.
- Children will never be sent out of the room by themselves.
- Physical punishment, such as smacking or shaking, will be neither used nor threatened.
- Techniques intended to single out and humiliate individual children such as the "naughty chair" will not be used.
- Physical restraint, such as holding, will be used only to prevent physical injury to children or adults and/or serious damage to property.

Any significant event of this sort will be recorded, details of the event (what happened, what action was taken and by whom, and the names of witnesses) will be brought to the attention of the Eduplay Manager/Deputy and recorded on our incident form and the parent/carer will be informed the same day and asked to sign the incident form.

- 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.
- Any form of bullying within our crèches will be challenged and regarded as a serious matter. Parents/carers of all children involved will be required to liaise with the Eduplay Manager/Deputy Manager and staff team in resolving such matters.

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.

- Adults will not shout, or raise their voices in a threatening way.
- Adults within our crèches will be aware of, and respect, a range of cultural expectations regarding interactions between people.
- Any behaviour problems will be handled in a developmentally appropriate fashion, respecting individual children's level of understanding and maturity.
- All adults within our crèches, using objective observation records to establish an understanding of the cause, will tackle recurring problems.
- Adults will be aware that some kinds of behaviour may arise from a child's special needs.
- We will make it known to parents/carers, who may have a grievance with the way staff members manage children's behaviour, that they should discuss it with the Eduplay Manager/Deputy. (Where necessary follow the complaints procedures)

Bullying

Bullying involves the persistent physical or verbal abuse of another child or children. We take bullying very seriously. If a child bullies another child or children we will:

- Intervene to stop the child from causing harm.
- Explain to the child doing the bullying why his/her behaviour is inappropriate.
- Provide reassurance to those who have been bullied.
- Help the child who has done the bullying to say sorry for his/her actions.
- Make sure that children who bully receive praise when they display acceptable behaviour.
- Not label children who bully.
- Discuss what has happened with parents/carers of the child carrying out the bullying and work together to produce a plan for handling the child's behaviour.
- Discuss with parents/carers of the bullied child and explain that a plan is in place to help the child who is doing the bullying to adopt more acceptable ways of behaving.