

BEHAVIOUR MANAGEMENT

Statement of intent

At BEST Nurseries we believe that children flourish best when they know how they are expected to behave and should be free to play and learn without fear or be unfairly restricted by anyone else.

Aim

We aim to provide an environment in which there is acceptable behaviour and where children learn to respect themselves, other people and their environment.

Methods

We have a named person who has overall responsibility for issues concerning behaviour. The named person is: Collette Jordan (Arlesey), Dawn Davies (Shefford) & Rachel Taylor (LANGFORD).

We require the named person to:

- Keep her/himself 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 have relevant in-house and external training on handling children's behaviour

We require all staff, volunteers and to:

- Provide a positive model of behaviour by treating children, parents and one another with friendliness, care and courtesy
- To use positive strategies 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, peer resolution, praise and reward
- Familiarise new staff and volunteers with our behaviour policy
- Advocate the policy and require its implementation at all times
- Praise and endorse desirable behaviour such as kindness and willingness to share
- Avoid creating situations in which children receive adult attention only in return for undesirable behaviour
- Recognise that codes for interacting with other people vary between cultures and require staff to be aware of – and respect – those used by members of BEST Nurseries
- Help children to understand, when they behave in unacceptable ways through discussion and example, what was wrong and how to cope more appropriately
- Reflect on undesirable behaviour in order to understand and provide strategies to amend behaviour
- Understand that we never use corporal punishment or use or threaten any form of punishment and children are never threatened with these
- Not use techniques intended to single out and humiliate individual children
- Not use raised voices (shout), adult to adult or adult to child, as this is a negative example to children with regard to learning how to behave civilly
- Only use physical restraint, such as holding, to prevent physical injury to children or adults and/or serious damage to property. Details of such an event (what happened, what action was taken and by whom, and the names or witnesses) are brought to the attention of the manager and are recorded in our incident book. A parent is informed on the same day and signs the incident book to indicate that he/she has been informed
- In cases of serious misbehaviour, such as racial or other abuse, we make clear immediately the unacceptability of the behaviour and attitudes, by means of explanations rather than personal blame
- Handle children's unacceptable behaviour in ways, which are appropriate to their ages and stages of development – for example by distraction, discussion or by withdrawing the child from the situation
- Work in partnership with children's parents. Their key person regularly informs parents about their children's behaviour. We work with parents to address re-occurring unacceptable behaviour, using objective observation records to help us to understand the cause and to decide jointly how to respond appropriately.

Children display unwanted behaviour for different reasons. For example:

- Attention
- Changes within the home environment
- New siblings
- Abuse.

We understand and will work with the children in appropriate ways to change their behaviour in a positive way.

What we will do:

- Acknowledge the child for their good behaviour
- Praise the child for their efforts
- Reward for wanted behaviour
- Tell them we understand, and talk and listen to the children about why they are displaying negative behaviour.

If a child is disrupting others through aggressive behaviour:

We will remove the child and redirect them to an activity and give them the opportunity to calm down
 Children respond better when they are away from the situation
 A staff member will sit with the child, making sure the child understands why they have been removed and provide the child with the opportunity to discuss their behaviour if appropriate to their stage of development.

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 intervene to stop the child harming the other child or children
- We explain to the child doing the bullying why his/her behaviour is inappropriate
- We give reassurance to the child or children who have been bullied
- We make sure that children who bully receive praise when they display acceptable behaviour
- We do not label children who bully
- When children bully, we discuss what has happened with their parents and work out with them a plan for handling the child's behaviour
- When children have been bullied, we share what has happened with their parents, explaining that the child who did the bullying is being helped to adopt more acceptable ways of behaving.

The incident book is kept in the Manager's office and will be kept up-to-date. All incidents will be recorded.

DATE APPROVED:	19th July 2021
APPROVED BY:	Alison Wilshaw
NEXT REVIEW DATE:	19th July 2022