

Behaviour Management Policy

The Children's Workshop Ltd

The Children's Workshop believes that children perform and achieve when given praise, encouragement and rewards for their efforts and achievements for the challenges that they receive within our setting. By staff showing respect for all and the environment we present good role models for the children to follow.

We request that parents also are aware of acceptable behaviours within the setting and that bad language will not be tolerated and that they also present a good role model to not only their own children and the other children within the setting.

We shall as a setting:-

- Give advice and support to staff and parents/carers regarding concerns of challenging behaviour.
- All staff and parents are made aware of our strategies for Behaviour Management, therefore providing consistency with methods.
- Provide an environment that promotes positive and constructive play.
- Continue to assess the areas to ensure that appropriate behaviour is being used.

For the children's safety, boundaries have to be set. All behaviour management strategies implemented will take into account if the child's age and stage of development.

Our aims are to: -

1. Encourage children to respect each other, adults and the environment around them.
2. Use carpet times and our Persona Doll, Puppets to encourage discussions and thoughts about how our behaviour affects us and others and any other consequences such as broken equipment.
3. To stimulate and give age and stage appropriate challenges in order to achieve.
4. Give praise and reinforce positive behaviour with a positive approach e.g. "that was kind of you", "good waiting", "lovely sharing."
5. Encouraging sharing, turn taking, swapping and negotiation skills.
6. Encourage children to be responsible e.g. tidying up, giving little tasks to perform
7. Give simple and precise rules.

These are our rules in nursery:

- We are kind to each other.
- We respect property
- We share and take turns
- We try our best

8. Give simple instructions to the children to follow.

9. Ensure the child knows it is the action that is not acceptable rather than themselves.
10. Every child starts the day with a clean slate.
11. We always liaise with parents to inform them of their child's behaviour.
12. To ignore unwanted behaviour within reason, that is not endangering anyone.
13. We give prompts and gentle reminders to a child of what they need to stop doing in a positive frame e.g. 'we walk at nursery' rather than 'don't run' to prepare the child to adjust to change. We use 'Walking feet' and 'Kind, gentle hands.'

Rewards

If children choose to follow our Rules they are rewarded with:

- A smile
- Specific, verbal praise from an adult
- Feeling proud of themselves
- Making the adults happy
- Telling another adult they have done the right thing or show them their work
- A sticker
- A Values Certificate
- A going home note to parents

We emphasise the choice pupils have to follow or not follow rules and strive to administer sanctions without humiliating children. Staff have a responsibility to discipline children whose behaviour is unacceptable, who break our rules, or who fail to follow a reasonable instruction. Children are always made aware of the exact nature of the unacceptable behaviour and the correct behaviour is always explained. For this reason we emphasise the positive when guiding children e.g. "We walk at nursery" and "Kind hands." We do not expect children to guess what behaviour is required of them and all staff model good behaviour. The main mechanism to promote correct behaviour is an emphasis on those choosing to follow the rules. Therefore we celebrate and praise those who have chosen to follow instructions and rules e.g. "Super lining up" And ".....you are sitting so nicely and showing good listening." This is an effective behaviour management strategy to encourage others to follow.

Staff will always have the freedom to use their professional judgement and knowledge of the pupils in individual circumstances.

Sanctions

If a child chooses to break the Rule they will be:

1. Reminded of the nursery rules or instruction previously given.
2. Distracted by offering an alternative activity.
3. Warned that they might miss out on something that is meaningful to them.
4. Given the consequence from above.
5. Given in some cases clear repetitive actions and limited language
5. Removed from the situation and sat in a quiet area with a member of staff who will remain with the child and encourage them to think about their behaviour.
6. Use Green/Orange/Red emotions fan to visually communicate

7. Staff will get to the child's level and use a firm voice using short specific language
7. Ask the parent to remain behind at the end of the session to discuss their child's behaviour.

Children with persistent unacceptable behaviour.

We will use the ABC approach to observe and try to resolve the problem by completing the ABC forms.

A = Antecedents Where?

Why?

When?

And who with?

B= Behaviour What does he/she do?

What do you want him/her to do?

C= Consequences What happens when he/she does B.

(Good behaviour /bad behaviour).

C=Communicative Why might the child be doing the behaviour, what might the underlying feelings/needs be?

In conjunction with this we may also use the

- Tracking method to observe where problems occur.
- Write an action plan with targets and strategies to manage the behaviour
- Set a meeting with the parent
- Encourage good behaviour with the aid of means e.g. stickers, star chart, reward jar.

The Children's Workshop is aware that.....

Physical punishments, withdrawal of food, naughty chairs are means of degrading and humiliating a child and detrimental to their self esteem and development.

After all attempts of following our Behaviour Management policy, in the event of an incident needing or resulting in physical intervention we will record the following details on our Physical Intervention Record Form:-

1. Name of Setting.
2. Child's name.
3. Date of Birth.
4. Date and time of incident.
5. Description of the Incident.
6. Where did occur?
7. What was happening at the time?
8. Who was present?
9. Why was physical intervention deemed necessary?
10. What other strategies were tried before physical intervention
11. Staff involved, role in setting, involvement (Physical /Observer)
12. How was the child held?

13. Which part of the body was held?
14. How long was the child held?
15. Has the child been held before?
16. What strategies have been put in place to prevent this situation happening again?
17. What do you feel the child is trying to communicate through his/her behaviour?
18. Does that child have an I.E.P (Individual Education Plan)?
19. When is this reviewed?
20. Has this been logged in your incident sheet and signed by parent?

We will endeavour to distract or persuade a child to stop the unacceptable behaviour, following the Behaviour Management Policy before Physical Intervention is used.

Staff are made aware that using inappropriate physical intervention/corporal punishment/ bullying is not tolerated and that disciplinary action and/or legal action may be taken.

Corporal punishment or the threat of Corporal Punishment is illegal and will not be tolerated within the pre-school by staff, parent/carers or visitors, but also Staff are all aware of our disciplinary methods.

Bullying is when an individual/ or group are continually using their strength or power to be physically, mentally, verbally, emotionally abusive by to others often leaving them isolated, fearful, anxious, hurt and affecting their self –esteem resulting in them unable to grow in confidence.

Bullying, both physical and verbal will not be permitted at The Children’s Workshop. If we feel a child is being victimised by another child/children they will be dealt with, using the above methods. If any adult is being bullied or bullying disciplinary procedures will be followed. All parents/carers involved will be made aware of the situation and be informed of the steps we are taking, whilst keeping confidentiality. Extra support will be provided to the victim and their family.

Other policies and procedures that may overlap with this policy and procedures are:-
Statement in the event of physical intervention & Physical Intervention Record Form.

This policy was adopted on	Signed on behalf of the nursery
<i>September 2023</i>	<i>Sarah Maynard</i>