

BEHAVIOUR MANAGEMENT POLICY

**Principles**

We believe that where expectations of behaviour are clear and where children’s personal, social and emotional needs are met, positive behaviour will be achieved.

**Statement of Intent**

To ensure that a clear and consistent approach to behaviour management is adopted within Superstars Daycare & Afterschool. To ensure that the principles that underpin how we achieve positive behaviour with Superstars promote children’s personal, social and environmental development. That attention is provided to child/children with behavioural issues / challenging behaviour so they receive extra attention to encourage and promote positive behaviour.

**Procedures**

* We require all staff to use positive strategies for managing any unwanted behaviour, by helping children find solutions in ways which are appropriate for the children’s age and stages of development. Such solutions might include, for example acknowledgement of feelings, explanation as to what is not acceptable and supporting children to gain control of their feelings so that they can learn a more appropriate response.
* We ensure that there are enough toys and resources and sufficient activities available so that children are meaningfully occupied without the need for unnecessary conflict over sharing and waiting for turns.
* We acknowledge considerate behaviour such as kindness and willingness to share.
* We support each child in developing self-esteem, confidence and feelings of competence.
* We support each child in developing a sense of belonging in our nursery, so that they feel valued and welcome.
* We avoid creating situations in which children receive adult attention only in return for inconsiderate behaviour.
* When children behave in inconsiderate ways we help them to understand the outcomes of their action and support them in learning how to cope more appropriately.
* We never use physical punishments such as smacking or shaking. (Children are never threatened with these).
* We do not use techniques to single out and humiliate individual children.
* Staff will not shout or raise their voices in a threatening way.
* Staff will praise and encourage positive behaviour.

Rough and tumble play and hurtful behaviour

Young children often engage in rough and tumble play and fantasy aggression, play that has an aggressive theme such as superhero and weapon play; some children appear pre-occupied with these themes, but their behaviour is not necessarily a sign to hurtful behaviour, although it may be inconsiderate at times and may need addressed using the procedure above.

* We recognise that teasing and rough and tumble play are normal for young children and acceptable within limits. We regard these kinds of play as pro-social and not as problematic or aggressive.
* We will develop procedures to contain play that are agreed with the children and understood by them, with acceptable behavioural boundaries to ensure children are not hurt.
* We recognise that fantasy play also contains many violently dramatic procedures, blowing up, shooting etc. and that themes often refer to “goodies and baddies” and as such offer opportunities for us to explore concepts of right and wrong.

Intervention and Physical Restraint

In the unlikely event that the above policy has failed and a child’s behaviour requires physical intervention, the procedure outlined below will be implemented:

* Whatever the incident, physical punishments or the threat of them are not used.
* When possible, staff will aim to distract and re-direct the child’s attention.
* Adults will not use any form of physical intervention, e.g. holding, unless it is necessary to prevent personal injury to the child, other children, a staff member or serious damage to property.
* Where physical intervention is appropriate, this will be achieved with the minimum force and the minimum time.
* Any such incidents are recorded and the parents/carers informed of the incident on the day. Individual pages will be used with incident / accident records to protect confidentiality.

Managing situations

If a situation arises where a child presents with consistent / ongoing behavioural issues, the management team at Superstars Daycare & Afterschool will arrange a meeting with the child’s parents to discuss and develop a behavioural management plan with the support and advice of parents and relevant agencies / professionals.

*All the staff at Superstars Daycare & Afterschool will act as role models for the children and all good behaviour will be shared with parents.*

***Under NO circumstances will Superstars punish a child in any way even with consent from parents.***

Bullying

Bullying can have a profound effect on children’s lives and can have a lasting effect on them into adulthood. It can undermine their self-esteem and self- confidence and often result in them becoming bullies themselves. The policy on Anti-Bullying has been drawn up within the nurseries ethos of promoting positive behaviour.

Aims:

* To create within our nursery, an atmosphere/ethos of trust, which values, respects and protects the rights of each of its members to be within a safe and secure environment.
* To develop within the ethos and curriculum of our attitudes, skills and activities this will prevent all aspects of bullying.
* To foster trust among members of the Group so that bullying incidents can be reported, discussed and dealt with appropriately.
* To encourage and foster active parental support in achieving those aims.

What is Bullying?

Bullying is repeated behaviour which uses power to hurt, frighten or cause unhappiness to another.

This behaviour includes:

• Name calling

• Hitting, kicking, punching

• Damaging or stealing property

• ‘Ganging up’ on people

• Teasing about personal or physical differences

• Teasing about family/domestic/cultural situations

• Threatening

• Shouting, swearing, verbal abuse

• Extortion

• Malicious gossip

• Forcing someone to do something they do not wish to do

• Isolating someone

• Sending offensive/threatening texts or e-mails

What can we do about it and how can we achieve our aims?

We aim to develop self esteem, self respect, self control, caring and respect for each other.

As part of our strategy for promoting positive behaviour, we look at attitudes, skills and activities which will prevent bullying:

* We value and listen to children’s contributions.
* We help the children learn and practice the skills required to build good relationships with other children and adults within the school and the wider community.

Raising Pupil Awareness:

Activities through which this can develop:

• playing games

• role play/simulations

• stories, poems, media

• poster campaigns

• play situations

• writing

• behaviour problem solving scenarios

• Circle Time

• ‘buddying’ and ‘monitoring’ systems

• peer mediation

Practical Advice for Parents:

1) Encourage your child to talk about what has been going on in nursery and talk through any minor incidents calmly to ascertain what has happened.

2) Inform the manager immediately if you feel there may be a bullying problem.

3) Watch out for signs of stress in your child - headaches, sore stomachs, reluctance to come to after schools - they can be indications that all is not well.

4) Investigate if toys/ money start to go missing.

5) Take an active interest in friendships and out -of-school activities.

6) Avoid unsupervised exposure to violence on television / videos / computer games. Spend some time discussing the different forms of violence - reality versus fantasy.

Raising Staff Awareness:

Signs which may indicate bullying - The child may:

• Be unwilling to come to nursery

• Become withdrawn

• Start acting out of character, by for example hitting other children

• Develop stomach aches or headaches

Staff need to:-

• Be aware of isolated children, and try to involve them in a sympathetic group.

• Keep a watchful eye on ‘rough and tumble’, to ensure that everyone is enjoying it!

• Never ignore aggressive or bullying behaviour

• When dealing with an act of aggression or bullying it is better to remove the victim from the scene as soon as possible.

• Incidents causing concern must be reported to a manager.

• Try to help children talk though minor incidents - listen to both sides calmly.

How Do We Deal with Bullying?

We follow these Procedures when investigating an allegation of bullying in order to ensure consistency in the group. All incidents are investigated, recorded, discussed and hopefully resolved, and the children involved supported. We try wherever possible to work in partnership with parents/carers to resolve incidents. We investigate the incident to find out what has happened. We listen to the victim, the bully, and any witnesses and record the incident, and action taken, within the Group. We deal with the incident if the investigation shows a need for disciplinary action to be taken and record the incident. We support the victim and work with all concerned to resolve the incident. If a child becomes a persistent bully, we may seek support/advice from outside agencies. E.g. Early Years Team.

**Owner/Management**

Signature

**Staff sign & date**