

NURSERY MANAGEMENT OF CHILDREN'S BEHAVIOUR POLICY

Staff use praise and encouragement to reinforce good behaviour. They lead by example showing courtesy and respect for others. Physical (corporal) punishment is illegal and is never used within the nursery.

Staff in the nursery must take all reasonable steps to ensure that corporal punishment is not given by any person who cares for or is in regular contact with a child, any early years provider who fails to meet these requirements commits an offence. A person will not be taken to have used corporal punishment (and therefore will not have committed an offence), where physical intervention was taken for the purposes of averting immediate danger of personal injury to any person (including the child) or to manage a child's behaviour if absolutely necessary. Providers must keep a record of any occasion where physical intervention is used, and parents and/or carers must be informed on the same day, or as soon as reasonably practicable.

NB: Physical intervention is where practitioners use reasonable force to prevent children from injuring themselves or others or damaging property.

Providers must not threaten corporal punishment, and must not use or threaten any punishment which could adversely affect a child's well-being.

All children experience moments of challenging behaviour when they test the limits of nursery discipline and staff team work. A consistent approach throughout the nursery is vital and each situation should be dealt with individually using language and actions that are appropriate to the child's age and stage of development.

If a child's behaviour is unacceptable a member of staff needs to quickly assess the situation, ask for an explanation if appropriate and then consider the action to be taken. Staff do not use the word naughty instead they explain why the behaviour was not acceptable e.g. "Please don't throw sand because it's very dangerous and would hurt someone if it got in their eyes". They then need to explain what is acceptable e.g. "Keep the sand inside the tray and then everyone has fun and no one gets upset".

In most cases, explanation, reasoning and distraction are all that is needed to resolve the issue.

If a child's behaviour is putting either them or others at risk, they will be carefully removed from the situation to allow them time to calm down. Children will be informed why they have been placed in time out and given a short period to reflect on their behaviour. They will return to the group once it is felt that it is appropriate to do so. In this instance, parents will be informed of the action taken when they collect their child, this will be done away from the group of children as it is not the nursery's intention to humiliate or upset any child.

In young children it is not uncommon for disruption to be caused by the inability to share toys/friends. To help resolve this issue, staff will do the following:

- Discuss the situation with the children and suggest that they share the toy by either playing together or perhaps taking turns
- Distract the child with an alternative activity
- Remove the toy in question
- Suggest a time limit on each child using the toy
- Remove the child from the situation

The above suggestions can offer some short term relief until the long term process of helping a child to share is tackled. Sharing can be one of the hardest lessons for any child but it also one of the first things they learn upon entering a group.

Repeated Disruptive Incidents

Key workers regularly observe and record children's behaviour as part of their development and these records can be helpful in understanding why difficulties are occurring. As part of the action to resolve repeated incidents, extra observations may assist. During this time, staff will consider the following:

- What is happening?
- When does it happen, is there a pattern to a child's behaviour e.g. more difficult behaviour before lunch etc?
- Is the same child a common denominator each time and if so, why might this be?
- What are the emotions involved e.g. anger, fear, excitement?
- Could the problem be resolved by dealing with these emotions?
- How do we cope in the meantime?

All incidents are recorded and staff are encouraged to discuss their concerns with their Team Leader who will also consult the Nursery Manager/Deputy if it is felt necessary. Staff will work closely with parents who will be kept fully informed of their child's behaviour and will be involved in the resolution of the difficulty. Staff will ask parents about their child's behaviour outside the nursery to determine whether there are any common occurrences. All discussions between team members and between staff and parents will be away from the children and within a private area of the nursery.

If difficulties persist for a prolonged period or it is felt that there are more serious concerns about a child's behaviour the Nursery Manager will arrange a meeting with the parents and the child's key worker to discuss this in detail. At this stage, parents may be encouraged to seek professional advice from their GP or Health Visitor. During this difficult time, the nursery will continue to fully support the family.

Exclusion from the nursery will only be used as a last result.

Any behaviour that causes a safeguarding concern will result in the termination of the contract with the nursery. This will be with immediate effect.