

## Thorpe Willoughby Childcare Centre

### Behaviour Management Policy



We believe that children and adults flourish best in an ordered environment in which 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 work towards a situation in which children can develop self-discipline and self-esteem in an atmosphere of mutual respect and encouragement.

In order to achieve this:

- All adults in the setting will ensure that the setting's rules with regards to behaviour are applied consistently, so that children have the security of knowing what to expect and can build up useful habits of behaviour.
- All adults will try to provide a positive model for the children with regard to friendliness, care and courtesy.
- Adults in the setting 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.
- Children who misbehave will be given one-to-one adult support in seeing what is wrong and work towards a better pattern.
- Where appropriate this might be achieved by a period of "time out" with an adult.
- 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.
- 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 in the Nursery will make themselves 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.
- Recurring problems will be tackled by the setting, in partnership with the child's parents, using objective observation records to establish an understanding of the cause.
- Adults will be aware that some kinds of behaviour may arise from a child's special needs.

## **Intervention and Physical Restraint – Policy and Practice**

In the unlikely event that the above behaviour management policy failed, and a child's behaviour requires physical intervention, the procedure outlined below would be implemented.

- Whatever the incident, physical punishments or the threat of them, are not used.
- When possible, adults 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, an adult or serious damage to property.
- Where physical intervention is appropriate, this will be achieved with the minimum force and for the minimum time.
- Any such incident is recorded and the parents/carers informed of the incident on the day.

Where a member of staff has had to intervene physically to restrain a child, the manager shall be notified and the incident recorded including:

The name of the child

The name of the staff member/s who used physical intervention

Date, time and place of the incident

Circumstances of the incident and factors leading to the incident

Nature of the physical intervention used

Name of any witnesses

Injuries that may have occurred during the incident

Further action taken

Parent/carers signature

The incident will be discussed with the parent/carer at the earliest possible opportunity

If the unwanted behaviour persists, we will:

Track the child with observations

Report persistent unwanted behaviour to the manager/SENCO

Inform the parent/carer of their child's actions and any measures taken by staff

TWCC will endeavour to ensure that early years practitioners in the setting are able to identify and provide strategies to support each child. This may include an individual behaviour plan which may also include the help of the SENCO and other professionals.

TWCC has the right to temporarily suspend or permanently exclude a child in the event of persistent and irresolvable unacceptable behaviour .

This must always be the last resort when other behaviour management strategies and supports have exhausted.

Staff will consult with the manager as early as possible if they believe that a child's behaviour is in danger of warranting suspension or exclusion.

The decision to suspend shall be made by the management team.

Staff shall keep parents/carers informed about behaviour management issues relating to their child and attempt to work with them to tackle the causes of the disruptive behaviour.

All warnings suspensions and exclusions will be recoded when a suspension is over and before a child can return to the setting there will be a discussion between the child, parent/carer and staff.

Any children who have been distressed by incidents of disruptive, physical behaviour from another child, parents/carers will be informed

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