

BEHAVIOUR MANAGEMENT

Dealing with negative behaviour

When dealing with negative behaviour, staff will;

- Always communicate in a clear, calm and positive manner.
- Make every effort to set a positive example to children by behaving in a friendly and tolerant manner themselves, promoting an atmosphere where children and adults respect and value one another.
- Avoid shouting.
- Facilitate regular and open discussions with children about their behaviour. This will help them to understand the negative aspects of their behaviour and enable them to have their say and be helped to think through the causes and effects of their actions.
- Work as a team by discussing incidents and resolving to act collectively and consistently.
- Try to discuss concerns with parent/carers at the earliest possible opportunity in an attempt to help identify the causes of negative behaviour and share strategies for dealing with it.
- Give children who experience bullying, racism or other unacceptable behaviour the confidence to speak out.
- Encourage and facilitate mediation between children to try to resolve conflicts by discussion and negotiation.
- Make sure that activities will be varied, well planned and structured, so that children are not easily bored or distracted.

In the event that unacceptable behaviour persists, more serious actions may have to be taken, in accordance with the Suspensions and Exclusions policy. At all times, children will have explained to them the potential consequences of their actions.

The use of physical interventions

Staff will not use physical interventions unless they have reasonable grounds for believing that immediate action is necessary to prevent a child from significantly injuring themselves or others or to prevent serious damage to property.

A dialogue should be maintained with the child or children at all times, so that the member of staff can explain what they are doing and why they are doing it. Staff will make every effort to avoid the use of physical interventions if they are alone with the child or children.

Before reaching this stage, staff will have used all possible non-physical actions, such as dialogue and diversion, to deal with the behaviour. The child or children concerned will be warned verbally that physical intervention will be used if they do not stop.

Only the minimum force necessary to prevent injury or damage should be applied. Staff can only use physical intervention as an act of care and control and never punishment. Physical interventions must not be used purely to force a child to do what they have been told and when there is no immediate risk to people or property.

As soon as it is safe, the physical intervention should be gradually relaxed to allow the child or children to regain self-control.

The force of the physical intervention will be always appropriate to the age, size and strength of the child or children involved.

If staff are not confident about their ability to contain a particular situation or type of behaviour, they should call the manager or, in extreme cases, the police.

Where a member of staff has had to intervene physically to restrain a child, the manager must be notified and the incident recorded in the Incident Record Book. The following details should be recorded:

- the name of the child
- the name of the staff member(s) who used the physical intervention
- previous intervention techniques used just before the incident
- date, time and place of incident
- circumstances of incident and factors leading up to the incident
- nature of physical intervention used
- names of witnesses
- injuries that may have occurred during the incident
- further action taken
- parents'/carers' signature

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

The "Allegations against Staff" and "Safeguarding Children" policies should be used if a member of staff commits, or is alleged to have committed any act of violence or abuse towards a child.

Biting in toddlers

Children can bite at about 1-2 years of age. It is not a spiteful act, but rather a means of expression where language skills are limited. Often at the toddler stage they may resort to biting when they are tired, unwell or in an attempt to gain attention. Biting is often a way of dealing with frustration.

When a toddler bites an adult, respond accordingly. Use facial expressions, words and body language to show it hurts. It is also important to follow this through with the removal of adult contact so the child learns that biting does not get attention.

Suspension and exclusion of children

The provider 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 been fully 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 or exclude should only be taken by the manager or Register Provider.

Staff will always keep parent/carers informed about behaviour management issues relating to their child and attempt to work with them to tackle the causes of disruptive or unacceptable behaviour.

The setting will record and kept detailed records of all warnings, suspensions and exclusions. Each warning should be discussed with the child concerned and their parent/carer and identify the actions, strategies and professional supports that have been used to address the behaviour.

When a suspension is over and before a child is allowed to return to the setting, there should will a discussion between staff, the child and their parent/carer. This should address how appropriate behaviour will be supported and managed on the child's return to the setting.

Behaviour Management Officers:

Baby Unit + Out-Of-School - Manager: Hasina Monir Deputy: Eva Herz
Pre-School + Out-Of-School - Setting Manager - Bridget Nicol - Deputy: Josephine Showers
2nd in Command: Danyella Bogle
3rd in Command: Jodie Burnham
Out-Of-School - Manager - Andrene Sergeant

Out Of School Rules

1. On arrive put belongings in the appropriate place and sit sensibly at our table
2. Sit quiet whilst the register is being taken
3. Do not leave our table unless given permission by an staff
4. Always be polite and show good table manners
5. Talk quietly so nobody has to shout to be heard
6. If you have a problem with another child, tell a staff who will sort it out
7. Help tidy up the activities at the end of the day
8. Always ask a staff if you want to go in when playing outside
9. Respect both the after school club staff and the other children

Remember to take turns and share the activities