

BEHAVIOUR POLICY

Introduction

At Wingate Childcare we believe that children flourish best when they know how themselves and others are expected to behave. Children gain respect through interactions with caring adults who act as good role models, show them respect and value their individual personalities. The Childcare actively promotes British values and encourages and praises positive, caring and polite behaviour at all times. We provide an environment where children learn to respect themselves, other people and their surroundings. This is a developmental task that requires support, encouragement, teaching and setting the correct example.

Children need to have set boundaries of behaviour for their own safety and the safety of their peers. Within the Childcare we aim to set these boundaries in a way which helps the child to develop a sense of the significance of their own behaviour, both in their own environment and that of others around them. Restrictions on the child's natural desire to explore and develop their own ideas and concepts are kept to a minimum.

We aim to:

- Recognise the individuality of all our children and that some behaviours are normal in young children e.g. biting
- Encourage self-discipline, consideration for each other, our surroundings and property
- Encourage children to participate in a wide range of group activities to enable them to develop their social skills
- Ensure that all staff act as positive role models for children
- Encourage parents and other visitors to be positive role models and challenge any poor behaviour shown
- Work in partnership with parents by communicating openly
- Praise children and acknowledge their positive actions and attitudes, therefore ensuring that children see that we value and respect them
- Encourage all staff working with children to accept their responsibility for implementing the goals in this policy and to be consistent
- Promote non-violence and encourage children to deal with conflict peacefully
- Provide a key person system enabling staff to build a strong and positive relationship with children and their families
- Supporting and developing self-regulation and empathy as appropriate to stage of development
- Have a named person who has overall responsibility for behaviour management.

The named person for managing behaviour will:

- Advise and support other staff on behaviour issues
- Along with each room leader will keep up to date with legislation and research relating to behaviour
- Support changes to policies and procedures in the Childcare
- Access relevant sources of expertise where required and act as a central information source for all involved
- Attend regular external training events, and ensure all staff attend relevant in-house or external training for behaviour management. Keep a record of staff attendance at this training.

Strategies for when children behave in unacceptable ways:

- We ensure that there are enough popular toys, resources and 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 a sense of belonging in our group so that they feel valued and welcomed.
- 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 punishment, such as smacking or shaking. Children are never threatened with these.
- We do not use techniques intended to single out and humiliate individual children.
- We use physical restraint, such as holding, only to prevent physical injury to children or adults and/serious damage to property.
- Details of such an event (what happened, what action was taken and by whom, and the name of witnesses) are brought to the attention of our Manager and are recorded in the child's personal file. The child's parent is informed on the same day.
- In cases of serious misbehaviour, such as racial or other abuse, we make clear immediately the unacceptability of the behaviour and attitudes, by means of explanations rather than personal blame.
- We do not shout or raise our voices in a threatening way to respond to children's inconsiderate behaviour.

For our babies and young children, this is the first step into the wider world beyond home. This unfamiliar situation offers many new challenges to children's behaviour skills. There may be conflicts for children between behaviour which is expected or accepted within the childcare. We provide support for both parents/carers, the children and the staff. Take the baby or child away from the situation, always explaining in very clear language what it is you are doing and why. We recognise that babies and very young children are unable to regulate their own emotions, such as fear, anger or distress, and require sensitive adults to help them do this.

Biting, fighting and tantrums

Common inconsiderate or hurtful behaviours of young children include tantrums, biting or fighting. Staff are calm and patient, offering comfort to intense emotions, helping children to manage their feelings and talk about them to help resolve issues and promote understanding. If tantrums, biting or fighting are frequent, we try to find out the underlying cause – such as a change or an upheaval at home, or frequent change of carers. Sometimes a child has not settled in well and the behaviour may be the result of “separation anxiety”. We focus on ensuring a child's attachment figure in the setting, their key person, is building a strong relationship to provide security to the child.

Bullying

We take bullying very seriously. Bullying takes many forms. It can be physical, verbal or emotional, but it is always a repeated behaviour that makes other people feel uncomfortable or threatened. We acknowledge that any form of bullying is unacceptable and will be dealt with immediately while recognising that physical aggression is part of children's development in their early years.

We recognise that children need their own time and space and that it is not always appropriate to expect a child to share. We believe it is important to acknowledge each child's feelings and to help them understand how others might be feeling.

We encourage children to recognise that bullying, fighting, hurting and discriminatory comments are not acceptable behaviour. We want children to recognise that certain actions are right and that others are wrong.

At our Childcare, staff follow the procedure below to enable them to deal with challenging behaviour:

- Staff are encouraged to ensure that all children feel safe, happy and secure
- Staff are encouraged to recognise that active physical aggression in the early years is part of the child's development and that it should be channelled in a positive way
- Children are helped to understand that using aggression to get things, is inappropriate and they will be encouraged to resolve problems in other ways
- Our staff will intervene when they think a child is being bullied, however mild or harmless it may seem
- Staff will initiate games and activities with children when they feel play has become aggressive, both indoors and out
- Staff will sensitively discuss any instance of bullying with the parents of all involved to look for a consistent resolution to the behaviour
- We will ensure that this policy is available for staff and parents and it will be actively publicised at least once a year to parents and staff.
- If any parent has a concern about their child, a member of staff will be available to discuss those concerns. It is only through co-operation that we can ensure our children feel confident and secure in their environment, both at home and in the nursery
- All concerns will be treated in the strictest confidence.

CONCLUSION

Childcare exists to help all babies and young children to develop to their full potential in all areas. This includes opportunities to build up social skills and to learn behaviour that will enable each child to go out into the wider community with confidence.

In our care, children are learning what they can do, and are encouraged to feel that this is their environment where they are individually valued and to which they each make their own special contribution. Within this secure and nurturing framework, both children and adults are free to grow and develop happily, with high self-esteem, confidence, independence and emotionally strong.