

Behaviour Management Policy

We will provide a stimulating environment in which children develop self-discipline and self-esteem. Training and support in behaviour management is compulsory for all staff. Very young children are egocentric which means that they put their own feelings before others, and even the most considerate child will have the occasional outburst due to frustration, anger or over-exuberance. We acknowledge that this is a developmental area that needs to be nurtured and supported and that very young children do not intentionally wish to cause hurt. If hurtful comments are made, our strategies are:

- To recognise that very young children are not always able to support their own feelings and deliver them appropriately
- To support their biological and cognitive development

Research has acknowledged and highlighted the need to recognise rough and tumble play as distinct from inappropriate or aggressive behaviour. Television or films, which include superheroes, often influence young children and they will mimic this behaviour through their play. We will endorse the following strategies to support this kind of play:

- Recognise that this is pro-social play rather than aggressive
- Use planning opportunities to discuss the concept of 'good' and 'bad'
- Support the play to find alternatives to weapon play, exploring different scenarios
- Work towards managing behaviour rather than the discipline of a child
- Clear, consistent boundaries are set regarding behaviour, taking into account the age and stage of development of the child
- Children are made aware of the need for goals and boundaries and specific expectations for their behaviour in ways appropriate to their levels of understanding
- Positive methods of guidance are used. We reward good behaviour and encourage respect for others
- We encourage responsibility such as helping to tidy up
- Adults intervene and redirect, if necessary, to prevent disagreements developing that children cannot handle
- Physical punishments are never used, nor are practices which humiliate or frighten children
- Where restraint is unavoidable, the minimum amount is used consistent with maintaining the safety of the child and others
- Any incidents of unwanted behaviour are handled in a calm and controlled manner
- Persistent problems with unwanted behaviour are promptly and accurately recorded, then reported to parents/carers, colleagues or professionals, as appropriate, and advice sought from Dorset County Council's Senior Early Years Inclusion Consultant. In extreme cases, children may be excluded from The Ark
- It is always made clear that it is the behaviour, not the child, which is unwelcome

The nominated person responsible for behaviour management is Sarah McNab.

We believe in:

- Praising and rewarding positive behaviour and giving attention on a one-to-one basis
- Adults demonstrating a good role model prompting acceptable behaviour
- Discussing issues with all other children
- Giving children the language with which to express themselves
- Providing a stimulating and developmentally appropriate curriculum
- Providing equipment and materials through which children can play out their feelings

Bullying

The DfES has published guidance for schools under two headings – ‘Don’t Suffer in Silence’ and ‘Bullying – A Charter for Action’. Our policy reflects this guidance. Bullying is defined as actions that are meant to be hurtful, and which happen on a regular basis. Bullying can be direct (either physical or verbal) or indirect (for example, being ignored or not spoken to). Bullying is wrong and damages individual children. We will therefore do all we can to prevent it, by developing an ethos in which bullying is regarded as unacceptable. We aim, as a childcare setting, to produce a safe and secure environment where all can play and learn without anxiety, and measures are in place to reduce the likelihood of bullying.

This policy is to produce a consistent response to any bullying incidents that may occur. We aim to make all those connected with the childcare setting aware of our opposition to bullying, and we will make clear each person’s responsibilities with regard to the eradication of bullying in our setting.

All the staff take all forms of bullying seriously, and seek to prevent it from taking place. Staff will keep a record of all incidents that happen in the setting. If staff witness an act of bullying, they will refer it to the Manager. Staff do all they can to support the child who is being bullied. If a child is being bullied, then the Manager will inform the parents.

If parents think their child is being bullied, they are requested to inform the Manager, noting if possible who, what, where and when the bullying occurred. If bullying is taking place, responses will vary from short periods of exclusion from activities to a withdrawal of privileges for the perpetrator. Staff will endeavour to identify the reasons for the bullying and put necessary measures in place to support and guide the bully, thereby helping the bully to understand the impact of their actions and helping them make better choices in the future. If a child demonstrates bullying type behaviour, the Manager will inform the parents.