



4 Behaviour Management Policy

Staff at Summertime work in partnership with parents and other carers taking into account their wishes and aspirations for their children. Staff will aim to involve parents/carers in decisions made about their children and to develop positive strategies to encourage children's development and appropriate behaviour.

In developing such partnerships staff will promote awareness and respect of the child's family culture, religion, gender and any disability. All children will be treated as individuals in their own right. Strategies to promote self esteem and the encouragement of positive behaviour will be used at all times.

Discriminatory comments and /or behaviour from children, parents/carers or staff are not acceptable and will be challenged. Any such behaviour exhibited by a child will be discussed with the parents/carers.

Anti-social behaviour i.e biting, hitting, kicking etc. exhibited by children will be strongly discouraged. Any child who shows repeated signs of challenging behaviour will be monitored and incidents will be recorded. As practitioners make observations on the child they will be shared with the child's parents, key person and SENCO. If necessary, an individual Action Plan will be written for the child to support progress. If the child is still showing signs of challenging behaviour and is making little progress Summertime will seek advice from outside agencies with the parent's permission/consent.

Summertime will ensure that the setting has clear boundaries that are used in everyday routines to help children feel secure and understand what is expected of them - using kind hands - kind feet. Children will be helped to understand why some behaviour is undesirable through explanations and reasoning. Any criticism will be focused on the behaviour not child.

Adults will help children negotiate solutions to problems with other children and model these skills appropriately. Adults will encourage children to talk about their feelings and frustrations (emotional literacy). Positive behaviour will be encouraged using adult attention and praise. Techniques will be used such as re-direction, distraction, compromise, and managed choices. We may have to adapt how we react or support a child according to what strategy works best for them.

Staff will include children when making and negotiating rules and expectations in the setting. Children will be given opportunities to sort out disputes and negotiate with peers whenever possible.

In cases where a child is becoming dysregulated and in need of support, we will remove them from the situation for 'time in' 'thinking/calm down time. This may be in the same room or a quiet area away from too much noise and stimulation. The length of time will depend on the particular child and when they are ready to re-join their peers. This time will never be used to humiliate the child and an adult will stay with the child.

In all cases we feel it is vital to work together with parents to provide continuity in behaviour management and support for a child.

In cases where a child is at risk from injuring themselves, others or equipment it may be necessary to restrain the child by holding them gently and firmly.

Smacking, shaking, physical punishment or humiliation of a child, by a member of the Summertime team will never be tolerated.

Cathy White
Manager
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