

Behaviour Management Policy

Staff at Summertime will at all times aim to 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.

Smacking, shaking, physical punishment or humiliation of a child, by a member of the Summertime team will not be tolerated.

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. Positive behaviour will be encouraged using adult attention and praise. Techniques will be used such as re-direction, distraction, compromise, managed choices and humour will be used as appropriate.

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 very disruptive, removal from the situation for 'thinking/calm down time, time out' for a few minutes (3-4 max) may be necessary. This time will never be used to humiliate the child and an adult will stay with the 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.

Cathy White
Manager
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