

Managing Children Behaviour/Promoting positive Behaviour Policy

In Omagh Early Years Centre we believe in the positive potential of each child.

Policy's statement of Intent

Omagh Early Years Centre has a high expectation of behaviour through encouraging and praising good behaviour. We apply simple rules fairly and consistently throughout the Centre and encourage all children to respect themselves, and each other. Strategies to manage challenging behaviour do not involve isolating children and do not include any methods that are degrading, humiliating or frightening for children or that involve derogatory comments about them. No form of physical restraint is used unless the child is in danger of seriously hurting himself or others. Physical punishments including smacking, slapping or shaking are neither used nor threatened. Minimum Standards 2012

We will work in partnership with parents to promote positive behaviour.

Procedures for encouraging acceptable behaviour: -

- Through induction, all new staff will be introduced to managing children's behaviour policy and will be asked to sign that they have read, understand and agree to implement this policy.
- All staff, students and volunteers will be expected to adopt a positive approach to situations and provide a positive role model.
- All staff, students and volunteers will be expected to offer children in all rooms in the centre quiet encouragement, endorse positive behaviour and ensure boundaries are applied consistently.
- All staff, students and volunteers will promote respect for each other.

Procedures for managing unacceptable behaviour: -

All staff, students and volunteers will: -

- Get down to the Children's level
- Speak calmly and do not raise your voice
- Make early attempts at negotiating and deal making
- Provide the child with rational explanations
- Encourage children to express and discuss their feelings
- Reinforce boundaries
- Never humiliate or attack child's self
- Observe to identify triggers
- Remove trigger if possible

Procedures that is unacceptable for managing behaviour.

All staff, students and volunteers will condemn: -

- All physical punishment
- Sending children out of the room
- Using techniques that single out and humiliate children
- Shouting or raising the voice in an inappropriate way.
- Physical restraint e.g. holding will not be used *unless it is required to prevent injury to a child or other children, adults or property*. In cases where it is used the incident will be recorded and the parent/carer will be informed the same day. The Centre Manager will always be made aware when a child has been physically restrained.

To implement positive approaches to behaviour management staff will carefully plan:

The Room Organisation

- Equipment is easily accessible
- Furniture suitably arranged
- Appropriate temperature
- Enough Lighting
- No glare
- Resources well labelled and located
- Ease of movement in room
- Room organisation meets different curriculum demands.

The Room Management

- Team arrive in playroom before children
- Resources and equipment are prepared
- Long, medium and short-term plans are implemented
- Daily routine is organised for best effect
- Team have clearly defined roles and responsibility
- Team notice and acknowledge good behaviour
- Small achievements are recognised
- Child's good behaviour is named and reflected back
- Team act as role model for desired good behaviour.

The Room Rules and Routines

Rules/Boundaries: -

- Are few and clearly phrased.
- Are negotiated with and understood by children, when appropriate.
- Are regularly referred to and reinforced.

Including Parents

Omagh Early Years centre will encourage parents/carers involvement to best effect in helping with problems.

Parents will be routinely told of children's good behaviour.

Remember – "*Children need to succeed in being good*". The more upset and disturbed they are the more you need to be watching and catching them being good. Children need the experience of being loved.

It is very hard to make a child be good by making them feel bad. It is easy to take it for granted that children know that it's rough to push to the front or unkind to be rude. But sometimes we are so busy telling them what they're not to do that we forget to tell them what we do want.

Procedure for managing ongoing unacceptable behaviours in liaison with the Quality of Care Manager

There is regular internal support and training for key staff within Omagh Early Years Centre. Room leader should highlight concerns regarding persistent unacceptable behaviour such as biting, lashing out at others etc. to the services manager as soon as possible.

- Room Leader communicates with parents and discusses concerns and possible solutions parents have put in place at home to reduce unacceptable behaviours.
- Room Leader and Quality of Care Manager observe the child to try and build a picture; identify if there is any change going on in the child's life, identify possible triggers that could be linked to the unacceptable behaviour.

- If the unacceptable behaviour does not begin to reduce in a realistic time frame (established for each child, depending on age, needs etc). Arrange a meeting with room leader, parents and services manager.

Explain the ‘*Planned Ignoring*’ approach” as recommended by Social Services. Discuss a behaviour management plan involving all parties. Ensure that everyone is happy with the plan and agrees to follow it so that the child receives a consistent approach to behaviour management both in the setting and at home.

- Room leader arranges a meeting with the staff in the room to brief them on the Behaviour Management Plan in place for that child.
- Listen to staff concerns or questions.
- Once everyone has agreed to the plan, each person involved must sign the agreement and a copy of this kept in the child’s file and given to the Centre Manager.
- The plan should be reviewed once a week until the unacceptable behaviour stops.
- Liaise with Social Services if incidents continue.

N.B: It is important to remember that some unacceptable behaviour can be linked to a child’s age and stage of development. For example, a child biting when they are teething. Each case will need to be reviewed individually and a suitable Behaviour Management Plan put in place to meet each child’s individual needs.

BULLYING

Bullying is unacceptable and will not be tolerated within Omagh Early Years Centre. The child being bullied will be comforted by a member of staff and assisted to re-engage the child in play again.

Other Key Policies

Partnership with Parents Policy
Confidentiality Policy
Safeguarding and Child Protection Policy
Whistle blowing Policy