

## Swiss Valley Childminding Behaviour Management Policy

*Last reviewed: 23.08.23*

*Signed: Aimee Eynon & Christine Eynon*

*Policies will be reviewed yearly and amended accordingly*

Swiss Valley Childminding will endeavour to create an atmosphere that encourages good, positive behaviour; I believe that children best flourish when they know how they are expected to behave and learn and gain respect through interaction with caring adults who show them mutual respect. Valuing their individual personalities is something that is really important to me. Children need to have set boundaries of behaviour for their own and others safety. Good behaviour and discipline are essential to ensure smooth and safe running of the setting.

This policy will identify to staff a whole setting approach to the management of children's behaviour, including behaviour strategies to be used in response to negative behaviour – to involving parents/carers where needed. We expect all members of staff at Swiss Valley Childminding, including new staff and volunteers to familiarise themselves with our behaviour management policy and its guidelines. We also expect staff to work in partnership with parents/carers who may need to be informed regularly about their child's behaviour.

The behaviour management policy will provide staff with the guidance required to ensure a consistent and positive approach to children's behaviour. Within the setting, staff will aim to provide positive role models for the children through their interactions with each other and the other children, and will maintain a happy, caring structured ethos. Staff's expectation for children's behaviour should be high and at all times, they should lead by example. Staff should aim for children to learn to:

- Leave their parents/carers happily and with confidence.
- Participate in group activities and develop the skills of sharing and taking turns in their play.
- Ask for and be willing to receive help or advice from others.
- Follow simple instructions appropriate to their individual stage of development.

- Enjoy and respond to praise.
- Develop skills of concentration when involved in both child-led and adult-directed activities.
- Demonstrate good manners at all times.
- Show consideration and respect for the settings equipment and resources, and for others belongings.
- Establish consistency in behavioural responses between home and my setting and when spending time with different adults.

Staff should:

- Recognise the individuality of all of our children and respect this.
- Provide situations where each individual can enjoy freedom and freedom of speech/opinions. Every child's voice is important.
- Support each child in developing self-esteem, confidence, and feelings of competence.
- Understand all the children's needs – read and fully understand the children's one-page profiles and work building strong and positive relationships with children and their families.
- Work in partnership with parents and carers by communicating openly.
- Praise children and acknowledge their positive actions and attitudes therefore ensuring that children see that we value and respect them.

Staff at Swiss Valley Childminding all recognise that most children, at certain stages in their development, demonstrate behaviour that is generally considered negative. On occasion, children may demonstrate negative behaviour through physical responses such as biting or kicking, or may vocalise their displeasure for example by swearing. Regardless of the negative behaviour in question, all staff are required to respond to children in a calm and positive manner.

When children behave in unacceptable ways:

- They should not or will not be singled out or humiliated in any way. The staff within the nursery will redirect the children towards alternate activities and a discussion will take place respecting that child's level of understanding.
- Staff will not raise their voices in a threatening way.
- Physical punishment, such as smacking or shaking is not to be used or threatened.
- Children should not be physically restrained, unless to prevent physical injury to children or adults and/or serious damage to property.
- Parents will be informed if their child is unkind to others or if their child has been upset.
- Parents may be asked to meet with staff (in person or virtually) to discuss their child's

behaviour. Alternatively, a phone conversation may take place instead of a face-to-face meeting.

The staff within the setting recognise that on occasion, young children may be the victim or perpetrator of bullying. Although it is hoped that such situations will occur infrequently, children do need their own time and space, and it is important to acknowledge children's feelings and to help them understand how others might be feeling. Children must be encouraged to recognise that bullying, fighting, hurting and discriminatory comments are not acceptable behaviour. Bullying can occur in many different forms – physical, verbal or emotional, but it is always a repeated behaviour that makes other people feel uncomfortable or threatened. Staff should ensure sensitivity in the management of any child who bullies another. They should ensure that the inappropriateness of the behaviour and that of the consequences are made clear, taking account of the child's maturity and level of understanding. Opportunities to develop staff knowledge of effective behaviour management is continuously ongoing and staff are always expected to continually improve their professional development through the online courses which all staff have full access to. The designated member of staff for behaviour management will update their training and knowledge regularly.

If there is a recurrence in negative behaviour an action will be put into place to try and address any issues that may be occurring within the setting. The parties concerned will be informed and made aware of such an action plan. If no progress is monitored and there is a recurrence of negative behaviour, I will have no other option but to defer the child in question contract until the behaviour has been addressed outside of the setting. This is something that I do not take lightly, but I have a duty to act in the best interests of all the children under my care. Confidential records, in line with GDPR 2018, will be kept. Parents will be asked to read and sign any entries concerning their child.