



Bolton College Early Years and Pre-School Centre

Behaviour Management Policy 2024-25



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1. Policy Statement

This policy is a written statement on how the behaviour of children will be managed at the Early Years and Pre-School Centre and sets out the behaviour standards for staff working within the setting.

2. Scope of Policy

The policy statement applies to children of all ages (0 – 5 years) attending the nursery provision and to all staff working within the provision, including students on placements.

3. The Aims of Behaviour Management

The Early Years and Pre-School Centre aims to work in partnership with parents to ensure that all children in our care have fun and are educated in a safe and caring environment.

The setting adopts an approach which supports and offers children boundaries, rules and expectations which assist them to develop self-discipline. We believe that children who acquire the ability to be self-disciplined, learn to balance their needs with those of others, have increased self-esteem and become increasingly independent.

Careful consideration is always given to children's individual development needs and their stages of development.

4. Expectations of Staff and Children

Unruly behaviour such as bullying, name calling or violent conduct from children is not acceptable.

Staff will explain to children the rules of the setting and why certain behaviour is unacceptable. Support will be given to discuss their behaviour and suggest alternative ways of sorting out the issue.

Staff will never smack, shake or treat a child roughly. Staff will not threaten corporal punishment, or use or threaten any form of punishment which could have an adverse impact on the child's wellbeing. Staff will always treat children with respect.

Staff may use physical intervention such as holding, only to prevent physical injury to other children or adults or themselves and to prevent serious damage to property.

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Staff will do everything possible to protect children from all forms of bullying. If bullying does occur the incident will be dealt with promptly and effectively. Children will be encouraged to explore feelings of the other children concerned.

Staff will be consistent in applying agreed strategies.

Children will be given the opportunity to identify and talk about their feelings throughout the day and during all activities including circle time.

Any member of staff who is found to be non-compliant with the behaviour requirements set down in this policy will have the College Disciplinary Policy invoked against them.

5. Training and Support Available to Staff

All staff will be introduced to this policy on Managing Behaviour at induction.

All staff will receive behaviour management training as part of their professional development.

The Nursery Manager is responsible for behaviour and conduct management issues and she will support staff within the setting and liaise with outside agencies.

6. Methods used to Manage Children's Behaviour

The childcare setting's approach will always be the one that helps children see the consequences of his / her actions. We will provide opportunities for them to learn how to identify and interpret feelings experienced. We will do this by listening to them and offering the necessary support that will enable them to convey their frustrations, hurts and disappointments.

The setting adopts a discussion process in which the child can reflect on his/her actions whilst under staff observation. This process will take into account the child's age and the child will be re-introduced to play and monitored.

Staff may distract or re-direct a child's attention when displaying unacceptable behaviour.

Children will know that they have equal rights and that those rights will be protected, i.e., if a child is playing with a toy and another grabs it, an adult will help them preserve the right to finish using it. The other child will be assured that he/she will get a turn later.

Materials and furniture are arranged ensuring that the layout is one which encourages appropriate behaviour.

Physical intervention should only be used if it is necessary to prevent personal injury to the child, other children or an adult. Any occasion where physical intervention is used should be recorded and parents informed on the same day.

Any concerns regarding a child's behaviour will be monitored, recorded and shared with parents and a joint action plan will be drawn up and implemented to support positive behaviour.

For children over 2yrs 4 months the Antecedent Behaviour and Consequence (ABC System) will be activated and monitored over a period of two to three weeks to identify any issues and patterns arising. The key person will reflect on what happened directly before the behaviour (antecedent), the type of behaviour displayed (behaviour) and the consequence of the behaviour (consequence) to identify any pattern. If the behaviour persists after this period, then an Individual Behaviour Plan (IBP) will be put in place in agreement with the parent. Persistent displays of unwanted behaviour will be addressed with parental consent and other professional agencies may be contacted.

7. How Parents Are Informed and Consulted

This policy is displayed in the Early Years and Pre-School Centre and is discussed when the need arises with individual parents.

The Key Person with the Nursery Manager will give feedback on all aspects of child's behaviour including any concerns to parents /carers daily when collecting their children.

Parents and staff will work in partnership to support each other.