

Smisby Day Nursery

Policy

Subject: Behaviour and Anti Bullying



We encourage the development of a sense of right and wrong behaviour.

The emphasis is on positive images to develop:

- Good Manners
- Politeness
- Sharing
- Good interaction with their peers
- Respect for; Adults, Children & Equipment
- Social awareness, including "British Values"

Boundaries do have to be set for the safety of the child and the safety of their peers and staff.

Positive techniques such as re-direction, and distraction are encouraged. Early intervention to prevent disagreements will be used. The reasons for the child's behaviour being unacceptable will always be explained to them using language that the child can clearly understand.

Sanctions applied in the case of unacceptable behaviour will take into account the age and stage of development of the child. Sometimes it may be necessary to remove a child from a particular activity for a short while, this may be used at the discretion of the staff.

It will always be made clear to the child that it is the behaviour we are rejecting and not them.

The child will be encouraged to speak to the person they have hurt and to apologise for their behaviour.

Physical Intervention, (as opposed to positive handling), where staff use physical force to restrict a child's movements against their will may sometimes be the only suitable action. However, such action should be a supportive act of care and control as opposed to punitive action by the staff member. Physical Intervention is only used in exceptional circumstances to prevent personal injury to the child, other children, staff members or damage to property.

Under NO circumstances is any physical punishment, or the threat of physical punishment, ever used.

As the children get older they are prone to want to push boundaries and question authority. Whilst the staff are always aware of such issues, it does sometimes become a problem. In the past we have suffered damage to vehicles, toys, furniture, fixtures and fittings - sometimes through malicious damage.

Whilst the staff, to a degree, are trained to deal with such issues on a day to day basis they are not there to be abused either physically or verbally and therefore we have a duty of care to our staff to protect them.

Should a child become disruptive, abusive or cause wilful damage to possessions or property we will ask you to remove them from the premises immediately. We do this for the safety of both the staff and the remaining children.

Whilst some children may think it is fun to disrupt mealtimes/quiet periods or use equipment inappropriately these activities eventually lead to sanctions and/or damage to our property. Sanctions will never involve the withdrawal of food or drink or any thing else that is deemed detrimental to the child's health. We will always discuss any such sanctions with the child concerned and then discuss them with the parent or guardian who collects them.

We will always be open and honest in our discussions with parents about any such issues which do occur but we do reserve the right to withdraw any placement with immediate effect should the situation not improve to a manageable level.

At the end of the day we are trying to care for the most precious thing in your life - your child. We need your help and support to do this in an effective way whilst trying to give them as much fun as possible whilst they are with us.

Staff behaviour

- All staff and volunteers (including the Out of School Club staff) are expected to disclose to the Officer in Charge or Deputy any circumstances which may indicate that a member of staff or volunteer could be barred from working with children (Childcare Regulations 2006)
- All staff have a personal responsibility to keep up to date with their knowledge and training, including safeguarding, and know what to do if a concern is raised
- All staff must take responsibility for their own behaviour, understand the need for professional boundaries and to avoid putting themselves into compromising situations which could be misinterpreted and lead to possible allegations and subsequent consequences
- All staff must be alert to any inappropriate behaviour of others and report any concerns to their manager immediately

Peer on peer abuse

Peer on peer abuse (children abusing other children) can be described as, but is not limited to, bullying, cyber-bullying, gender based violence etc and can become a safeguarding issue. Any peer on peer abuse will be dealt with via this policy or the broader child protection procedure, as appropriate. We will also ensure that the needs of children and young people who abuse will be considered.

Anti-bullying

We are committed to providing a caring, friendly and safe environment for all of our children so they can learn and play in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our nursery and After School Club / Holiday Club. If bullying does occur, all children should be able to 'tell' and know that incidents will be dealt with promptly and effectively. We are a TELLING establishment. This means that anyone who knows that bullying is happening is expected to tell the staff.

Prevention

We will use KIDSCAPE (<http://www.kidscape.org.uk>) methods for helping children to prevent bullying. As and when appropriate these may include:

- Writing a set of rules
- Signing a behaviour contract
- Writing stories or poems or drawing pictures about bullying
- Reading stories about bullying or having them read to the group
- Making up role-plays (or using KIDSCAPE role-plays)
- Having discussions about bullying and why it matters

Procedures

The parent or child must first report any bullying incident to staff. In cases of serious bullying, staff will record the incidents. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly. An attempt will be made to help the bully (bullies) change their behaviour.

Outcomes

The bully (bullies) may be asked to genuinely apologise. Other consequences may take place. In serious cases, suspension or even exclusion will be considered. If possible, the children will be reconciled.

After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.