



# ANTI-BULLYING & BEHAVIOUR MANAGEMENT POLICY

## Our Mission Statement

To create a child centred safe learning environment which is underpinned by the spiritual wellbeing of each child; focusing on children's interests as well as the environment that surrounds them

LAST REVIEWED ON	SIGNATURE
December 2018	
December 2019	
February 2021	A. Patel



# **Anti-Bullying & Behaviour Management policy**

## **Purpose of Policy**

We aim to present all children with a code of conduct and behaviour in an age-appropriate way, taking into account our British and Islamic values, morals, ethics and self and community respect. We promote the development of a sense of right and wrong by teaching our children the appropriate way to act and discouraging unacceptable behaviour. Sometimes it is necessary to help children understand their own boundaries in certain situations, explaining why we do not accept certain behaviour and to exercise firm and consistent boundaries. All staff will be aware of the many circumstances that may present in children's behaviour, such as adverse childhood experiences, mental and emotional stability, socio-economic deprivation, cultural differences, access to anti-natal and parenting support to name but a few. As such the team in the nursery will ensure that there is a safe secure and consistent space formed in nursery to allow children to experience positive behaviour management and self-regulation opportunities in nursery.

At no time during the modelling and teaching of such values will staff use physical punishment, e.g. smacking, shaking or slapping and it is our belief that using negative words like "no" and "naughty" are unhelpful and leave no room for movement. If a child presents at any time with unacceptable behaviour, staff will approach the situation in the following way:

- (a) intervene at the time of conflict in order to establish the cause of upset;
- (b) talk to the children involved to gauge their feelings and reactions to the situation;
- (c) ask each child how they/the other must be feeling so that both may realise that it is not just one person involved and that actions/ words have far reaching consequences.

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- (d) in younger children who are not yet able to reason, diversionary tactics or distraction would be used at this time;
- (e) where possible staff will anticipate and diffuse difficult situations before disagreements arise that children might find hard to handle.
- (f) Staff will use de-escalation strategies when required and teaching emotional language and vocabulary to give the children opportunities and understanding as well as a terminology bank to use for self-regulation (see mental health and emotional wellbeing policy).
- (g) if a child is exhibiting seriously concerning behaviour where the safety of other children is now compromised, a meeting will take place with the Nursery Manager, the Key Worker and the Parent/guardian and will result in a separate behaviour management plan being made and followed for the child. In very rare circumstances, an Early Help may be started and support from outside agencies may be considered to identify the reasons for the behaviour and strategies for support. If this is the chosen method, parents/guardians will be kept informed.
- (h) All staff will re-enforce the behaviour management of our children by continuously repeating the Golden Rules, and modelling these in their own practice
- (i) All staff will be given an induction on Behaviour management, that will equip them with a range of strategies to use. Should they require further guidance or support, they should seek this from the Manager as soon as is needed.
- (j) Under no circumstances will a staff member use a behaviour management strategy that has not been discussed with the Manager. Every strategy will be discussed with the Manager and only if passed to use by the whole team, will the strategy be allowed to be used. Staff will be aware of the importance of consistently using a whole team/ setting approach so that children become very familiar with their actions and boundaries within the setting.
- (k) Physical restraint will not be used unless in exceptionally rare circumstances, in which the safety of the child or the safety of others is a serious concern. If physical restraint has been used in any form, the relevant paper work must be completed as soon as possible after the incident has occurred. This must be kept in the child's file and stored as per our Nursery's documentation retention schedule. This will be shared and signed by parents/guardians before the end of the session in which it took place and parents/ guardians must be given the opportunity to discuss this in as much detail as they wish or is necessary.

### **Who is responsible?**

All members of staff have a responsibility to ensure that their own practice reflects the policies and procedures of Taqwa Nursery. In addition, all members of staff have a responsibility to identify their own training needs that may occur when working with children and young people and families. The manager has a responsibility to ensure that all practices in the nursery adhere to this policy and also the inclusion policy. The

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manager also has a responsibility to ensure that where training needs have been identified, directly or indirectly, all members of staff have an opportunity to have these needs met. It is the responsibility of the manager to ensure that behaviour management training is refreshed for all staff where needed, when any new member joins the workforce and at least annually.

### Biting policy

Biting is fairly common amongst young children and it is one of the things that concerns adults the most. Biting is often very painful and frightening for the child who is bitten. It can also be frightening for the child who bites, because it upsets the child and evokes a very large reaction in adults. Biting may make the child who bites feel very powerful because of the strong reaction that it brings. This conflict of strong emotions can be frightening for the children because they need to feel secure that their feelings can be controlled. It happens for different reasons with different children and under different circumstances. The first step in trying to support the child is to look at why it may be happening.

Parents/ guardians of the child that is biting would be informed and the key person will have an initial discussion with the parents/ guardians to gauge the extent of the behaviour and whether this is happening at home too. The nursery will begin an ABC log (logging the antecedent behaviour and consequence of actions for a minimum of two weeks) and ensure that the child has a named shadow to reduce incidences of injuries. A further meeting will take place between the Manager/ SENDCo and parents/guardians to discuss findings from the ABC log, and potential support plans that can be used. A support plan will be agreed between nursery and parents/ guardians and resources will be shared with parents/ guardians to enable consistent partnership working. In the rare case that the child continues biting or that the frequency and severity increases the child may be removed from the Nursery for a short period of time for the safety of themselves and the other children. This action will only be taken in a supportive manner and will only last for the amount of time it takes to receive further support from professional services such as, Learning Disabilities team or Ladywood Outreach Services.

Our policy is not to disclose the name of the child does the biting.

- (a) the child will be removed from the situation in the company of an adult;
- (b) child and adult will spend time talking about the conflict;
- (c) whilst reassuring the child that it is the behaviour which is unacceptable and not the child, firm guidance will be given should the unacceptable behaviours arise again;
- (d) the child will be removed, reassured and guidelines reaffirmed consistently by all staff as the need arises. At all times praise is freely given to the child at the slightest sign of positive change in behaviour;

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(e) during this period the Manager will talk with the parent/carer in order to inform them of the situation and to ask if they are experiencing similar difficulties;

(f) advice will be given if it is needed regarding help from outside agencies e.g. Health Visitor, GP.

(g) an accident report should be completed for the child that has been bitten, but the name of the biter should never be disclosed. The child will be seen to and the injury dealt with depending on the severity of the injury.

(h) A log of the biting needs to be made using the Incident Log only to keep a proper record of the date and time of the biting, this will be updated should there be a case of re-occurrence. The Incident log must include the Star Plan for the child – which identifies the Setting, Trigger(s), Action(s) and Reaction(s).

Taqwa Nursery recognises that Bullying and peer-on-peer abuse does take place between children, regardless of age. Please see relevant sections in our Safeguarding and Child Protection Policy for our procedures on these issues.