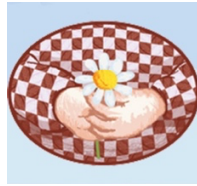


Stone Bay Montessori and Beach School



Behavior Management Policy and Procedures

At Stone Bay Montessori and Beach School, we believe that children flourish best when they know how they are expected to behave and should be free to play and learn without fear of being hurt or unfairly treated by anyone else.

We aim to provide an environment in which there is acceptable behaviour and where the children learn to respect themselves, others and their environment.

Method:

- We have a named person who has overall responsibility for issues concerning behaviour. The designated Behaviour Officer is the [Manager/Headteacher \(Mrs Emma Cuttill\)](#) and in her absence, the [Deputy Headteacher \(Miss Laura Chiswell\)](#).
- The designated person must:
 - Keep her/himself up to date with current legislation and research.
 - Access sources of expertise on handling children's behaviour if necessary
- We require all staff, volunteers and students to provide a positive model of behaviour by treating children, parents and one another with respect, care and courtesy.
- We require all staff, students and volunteers to use positive strategies for handling conflict by helping children to find solutions in ways which are appropriate for the children's age and stage of development, respecting the children's level of understanding of the cause of the problem e.g. modelling the correct behaviour and valuing and encouraging polite and caring behaviour.
- The goal is to have children gradually gain inner control and become self-disciplined.
- All aspects of behaviour management will be handled with a caring, understanding attitude. In the event that limits or boundaries on behaviour need to be set (see below), these will be relevant to the developmental stage and understanding of the child.
- No child must ever be punished by smacking or shaking. Corporal punishment is not justifiable under any circumstances. Any staff member found to be exercising physical punishment will be dismissed from the School without notice.
- No child must ever be punished by humiliation, fear or deprivation of rights.

- Staff members should not shout or raise their voices in a threatening way. The Montessori philosophy advocates a quiet, well-ordered environment in which the adults provide a positive role model for the children. Polite, calm and caring behaviour throughout is valued and encouraged.
- *It is essential that all parent/staff concerns regarding behaviour be discussed in order to implement a consistent and positive approach.*

The following steps will be taken where it is necessary to limit a child's behaviour or set boundaries:

- Staff members should always try to intervene to prevent disagreements which children are unable to resolve on their own.
- Staff members should try to anticipate potential problems and attempt to eliminate these through modelling, discussion or redirection to a different activity.
- If a child behaves in an unacceptable manner e.g. biting, scratching, bullying or any other form of physical or emotional abuse, a staff member must calmly take action as quickly as possible to confront the child, and through explanation and discussion, make the child aware of the unacceptability of his/her behaviour. Whenever possible, the child's parents/carers should be informed. The staff member must record the behaviour on the online system under 'Need To Know', 'Incident'.
- Staff are to use the 'ground rules' board in the main room to discuss appropriate behaviour and why the nursery ground rules are in place, to keep everyone safe and happy.
- If a child is disruptive, a staff member must try to redirect him/her to a different activity. A disruptive child may be excluded from an activity for a brief period of time. Reasons for the exclusion must always be explained to the child. If necessary, a 'quiet time' with an adult, in order to work towards a more acceptable pattern of behaviour, will be advised.
- In cases where children exhibit inappropriate behaviour over a longer period of time, it may be necessary to meet with the child's parents to discuss the way forward jointly. Action will never be taken without prior consultation and agreement with parents.

PHYSICAL INTERVENTION POLICY

Principles:

At Stone Bay Montessori and Beach School we are committed to ensuring that all staff and adults with responsibility for children's safety and welfare will deal professionally with incidents of aggressive behaviour and will only use physical intervention as a last resort, always ensuring minimal risk of injury to children and staff. Use of physical intervention, when all other strategies and approaches have failed, could reasonably be considered in situations involving risk to the safety of children, staff or visitors.

This policy has been written in the context of the 'United Nations Rights on the Child' and is based on the presumptions that every child and adult is entitled to:

- The right not to be subjected to inhuman or degrading treatment; and
- The right not to be discriminated against.

Strategies and Approaches:

Staff are experienced in the use of a wide range of consistent behaviour management strategies intended to diffuse potentially aggressive situations, e.g. diversion, reasoning and boundary setting, and we use these first. If these fail, one or more of the following approaches may become necessary:

- holding (e.g. gentle arm around shoulder to reassure)
- blocking
- physically moving between children
- leading by the hand/arm
- shepherding away (e.g. by placing hand in centre of the child's back)
- more physically restrictive hold.

The purpose of a physically restrictive hold would be to limit the child's ability to hurt him/herself or others with the minimum application of force through limitation of movement. Where possible, aid should be sought at an early stage from other members of staff for assistance, support and presence.

Examples of physical intervention that may be used:

- Taking reasonable measures to hold a child to prevent them from physically harming another child
- Removing a child from the group for a short period where they can be monitored and supported by an adult if children

Incident and Record Keeping:

The use of restrictive physical intervention will be recorded immediately after the incident by the person/s involved, and by all witnesses, in the Incident Book. The following information will be included:

- The reason why physical intervention was used (rather than another strategy);
- The type of physical intervention;
- The date and duration of the intervention;
- Whether the child or adult/s experienced any injuries or distress and if so, what action was taken;
- If the child is old enough, the views of the child will be recorded too;
- Parents/carers will be informed of the incident and will sign the Incident report

Parental Involvement:

Parents will be kept fully informed of any incidents that have necessitated the use of physical restraint to their own children.