

## DISCIPLINE/BEHAVIOUR MANAGEMENT POLICY

Self respect and respect for others are an important part of a child's social development helping him/her towards a positive self-concept. Discipline should play a very positive role in the child's development.

Rules will be kept to a minimum but it is vital that they are consistently enforced by all members of nursery staff. Children should be made fully aware of the reasons why these rules exist, should appreciate what is acceptable behaviour in the nursery and should hopefully realise that unacceptable behaviour will not be tolerated. Examples of behaviour which would be unacceptable to nursery staff would include assaulting another child, damaging equipment or breaking it without respect, disrupting another child's play, refusing to listen, running around aimlessly, any behaviour such as climbing, jumping from heights etc., which may threaten their own or others' safety.

It is important that children returning to nursery for a second year should totally aware of what behaviour is acceptable before any new children should arrive. Handling of new children should be consistent, leading to the creation of a calm settled environment in which concentrated purposeful play will flourish.

As far as possible, staff will behave positively and encourage good positive behaviour. Any unacceptable behaviour will be simply talked over with the child, alternative behaviour suggested and praised when adapted.

Children who refuse to listen or adapt their behaviour will be channelled towards a quiet, settled activity until they have

calmed down. Should a tantrum occur, the child should be watched closely until he/she has regained self-control.

### USE OF REASONABLE FORCE

It is the policy of Ballyclare Nursery School that every person within the school community is protected from harm and that both adults and children should feel safe within the learning environment. No pupil should be subjected to any form of physical intervention which is unnecessary, inappropriate, excessive or harmful. All staff, both teaching and non-teaching, should be clear about the circumstances in which they may need to use reasonable force to restrain pupils and how such force might be applied.

#### Risk Assessment

The behaviour of the vast majority of pupils in this school will rarely require any form of physical intervention. The safety of children in our care and our staff is paramount. Should any pupil exhibit disturbed or distressing behaviour which may require some form of physical intervention by staff, the school will carry out a risk assessment under two headings:

- Environmental Risk Assessment
- Individual Risk Assessment

#### Environmental Risk Assessment

Staff will identify areas within the school where there may be an increased risk of incidents happening and will decide on the type and level of supervision appropriate to the area. On the basis of

this analysis, the Principal will make recommendations to the Board of Governors on the type and level of supervision which will be required to minimize risks

### Individual Risk Assessment

Should a pupil behave in a way which demands safe restrictive handling, the school Principal will:

- Consult parents to ensure that they are clear about specific action which the school might need to take
- Brief staff to ensure their approach is consistent
- Identify any staff training needs
- Manage the pupil by putting in place reactive strategies to de-escalate a conflict
- Use staff to provide additional support where necessary

In such situations the staff will use the minimum force necessary to prevent a pupil harming themselves, harming others or seriously damaging property and they will use it in a manner which attempts to preserve the dignity of all concerned. Examples of the only types of physical intervention which staff may use would be:

- Physically putting yourself between two pupils
- Blocking a pupil's path
- Holding
- Leading a pupil by the hand or arm

- Shepherding a pupil away by placing a hand in the centre of the back
- Using more restrictive holds (only in very extreme circumstances).

Should any incidents occur requiring the use of reasonable force

- The Principal must be informed.
- The details should be recorded in a written report, a copy of which should be kept by all staff involved.
- Parents/carers should be notified as soon as possible.