



Behaviour Management Policy (for Staff and Parents/ Carers)

Introduction and Aims:

Our nursery believes that children flourish best when they know how they are expected to behave and see models of good behaviour before them. We believe that children gain respect through interaction with caring adults who show them respect and value their individual personalities. We encourage and praise positive, caring and polite behaviour at all times in order to create an environment where children learn to respect themselves, other people and their surroundings.

We also believe that children need to have set boundaries of behaviour for their own safety and the safety of their peers. Within the nursery we aim to set these boundaries in a way which helps children to develop a sense of the significance of their own behaviour, both on their own environment and on those around them. Restrictions on the child's natural desire to explore and develop his/her own ideas and concepts are kept to a minimum.

We aim to:

- praise children, acknowledging their positive actions and attitudes, showing children that we value and respect them and rewarding their good behaviour (for example with a Star Badge, a Well Done Certificate or a Care Bear Medal);
- recognise the individuality of all our children, including promoting awareness among members of staff that codes for interacting with other people may vary between cultures, whilst upholding the values and code of behaviour appropriate to the Nursery within the Nursery itself;
- recognise our duties under the Equality Act 2010 in order that children with special educational needs and disabilities are treated fairly and any reasonable adjustment is made for them;
- encourage in the children self-discipline as well as consideration for each other, for their surroundings and for all property;
- encourage children to participate in a wide range of group activities to enable them to develop their social skills;
- work in partnership with parents and carers by communicating openly;
- ensure all staff working with the children accept their responsibility for implementing the goals in the policy;
- promote non-violence and encourage the children to deal with conflict peaceably;
- provide a key worker system enabling staff to build a strong and positive relationship with children and their families;
- have a named person (below) who has overall responsibility for issues concerning behaviour;

The Named Person for Behaviour Management:

The named person is **Mrs Claire Thompson, the Nursery Manager**. She will: keep up to date with legislation and research in order to support changes to policies and procedures in the nursery; access relevant sources of expertise where required and act as a central information source for all

involved; attend regular external training events, and ensure all staff attend relevant in-house or external training for behaviour management. A record will be kept of staff attendance at this training.

When children behave in unacceptable ways:

Nursery rules are concerned with safety and care and respect for each other. How a particular type of behaviour is handled will depend on the child's age, level of development and the circumstances surrounding the behaviour. It may involve the child being asked to talk and think about what he or she has done. It may also include the child apologising for their actions. In particular, children who have behaved inappropriately by physically abusing another child or adult, or through verbal or emotional bullying, will be required to talk through these actions and apologise where appropriate. The child who has been upset will be comforted and the adult will confirm that the other child's behaviour is not acceptable. All staff are made aware that it is important to acknowledge when a child is feeling angry or upset and that it is the behaviour we are rejecting, not the child. In dealing with children's inappropriate behaviour, we abide by the following rules:

- Physical (corporal) punishment, such as smacking or shaking, is never used or threatened;
- Physical intervention is allowable only to avert the possibility of immediate injury to a child him or herself or to others (see below);
- Children are not singled out or humiliated in any way;
- Discussions with children take place which respect their level of understanding and maturity;
- Staff do not raise their voices in a threatening way;
- Staff within the nursery will redirect the children who are behaving inappropriately towards alternative activities;
- In dealing with any case of misbehaviour, it is always made clear to the child or children in question, that it is the behaviour and not the child that is unwelcome;
- Children are distracted from any negative situation and supported in a different activity or environment if this is necessary for their own well-being and that of others in the group;
- Children are helped to develop non-aggressive strategies to enable them to stand up for themselves and/ or to release their feelings creatively;

Staff are given the following practical guidance when dealing with unacceptable behaviour:

When a child exhibits unacceptable behaviour you will need to stop it at once, making clear that it is the behaviour and not the child that you don't like.

In some circumstances, for example to avert immediate danger of personal injury to a child him or herself or to others, it may be necessary for a member of staff to intervene physically. Such a response must always be proportionate to the incident. On such occasions, the intervention must be reported to the Nursery Manager or her Deputy immediately. It will be recorded and the parents of the child or children concerned will be informed on the same day or as soon as in reasonably practicable.

There may be children in your group who behave in a way that is unacceptable. These children need your help to change their behaviour. What you might accept as normal behaviour from a two year old may not be acceptable behaviour for a 3-4 year old.

You must consider the behaviour and development of the individual child. It is always advisable to avoid confrontation – redirect the child's attention to something else.

Prevention is better than cure. We need to look at ways to prevent unacceptable behaviour. A child will behave badly when he is bored, under stimulated or not getting enough of the right kind of attention.

Some groups of children provoke other children into poor behaviour. This occurs when the boundaries are too tight or when there are situations where children behaving inappropriately are receiving more attention than the other children. We need to be aware of occasions when this might be happening.

In particular, staff should consider the following when judging and reporting on incidents of misbehaviour:

A: the antecedent (what led up to it?)

B: the behaviour (what actually happened?)

C: the consequences (what happened next?)

Staff have a Behaviour Monitoring Sheet to fill in with these details.

Keeping Parents Informed:

Parents are informed if their child is unkind to others or if their child has been upset. Parents may be asked to meet with staff to discuss their child's behaviour, so that, if there are any difficulties, we can work together to ensure consistency between their home and the nursery. In some cases Nursery staff may request additional advice and support from other professionals, such as an educational psychologist or child guidance counsellors. Through partnership with parents/carers and formal observations, staff will make every effort to identify any behavioural concerns and the causes of that behaviour. From these observations and discussions, an individual behaviour modification plan will be implemented. Confidential records are kept on any negative behaviour that has taken place. Parents/carers are informed and asked to read and sign any entries concerning their child.

Associated Policies:

- ***Anti bullying policy***
- ***Procedure for the Understanding and Management of Biting***
- ***Equal Opportunities Policy***