



Behaviour Management Policy

Reviewed June 15

We believe that children and adults flourish best in an ordered environment in which everyone knows what is expected of them and children are free to develop their play and learning without fear of being hurt or hindered by anyone else. We aim to work towards a situation in which children can develop self-discipline and self-esteem in an atmosphere of mutual respect and encouragement.

In order to achieve this:

- [Rules outlining actions to promote positive behaviour will be discussed with and agreed by the children and shared with all newcomers, both adults and children. These rules will be displayed and referred to regularly as and when appropriate.
- [A behavior flowchart has been developed for children and staff to follow
- [We have a whole setting approach towards behaviour management in which all adults in the nursery will ensure that the rules are applied consistently, so that children have the security of knowing what to expect and can build up useful habits of behaviour.
- [Each floor has nursery rules on display, kind feet, hands and words posters, conflict resolution and books to help reinforce positive behaviour.
- [Adults will help the children challenge bullying behaviour using the problem solving approach (conflict resolution).
- [All adults in the nursery will provide a positive model for the children with regard to friendliness, care and courtesy and to offer strategies for resolving any conflict using the problem solving approach. Expected behaviour is reinforced at the start of each session.
- [Adults in the nursery will praise and endorse desirable behaviour such as kindness and willingness to share.
- [We will take positive action to avoid a situation in which children receive adult attention only in return for undesirable behaviour.

When children behave in unacceptable ways:

- [The children will be supported in using the six steps of problem solving approach to conflict resolution.
- [The children will be given one-to-one adult support in seeing what was wrong and how to cope more appropriately. Where appropriate this might be achieved by a period of “time out” with an adult.
- [**Physical punishment will not be used under any circumstances at the settings**

In the event of an incident of corporal punishment being disclosed about a parent to a member of staff the circumstances will be investigated and support will be offered if requested by the nursery as it would be an offence not to comply with this requirement.

In more serious circumstances it may be deemed necessary to inform the appropriate professionals.

The nursery offers a Parents Program that provides parents with advice from other professionals. As well as useful websites and leaflets in our hall way.

- [Children will never be sent out of the room by themselves.
- [Techniques intended to single out and humiliate individual children such as the “naughty chair” will not be used.
- [Physical restraints such as holding, will be used only to prevent physical injury to children or adults. Any significant event of this sort will be recorded, and the parent informed the same day in accordance with our policy.
- [In cases of serious unwanted behaviour, such as racial abuse or other abuse or bullying, the unacceptability of the behaviour and attitudes will be made clear immediately, but by means of explanations which focus on the behaviour and not the child.
- [In any case of misbehaviour. it will always be made clear to the child or children in question that it is the behaviour and not the child that is unwelcome.
- [Adults will not shout, or raise their voices in a threatening way.
- [Adults in the nursery will make themselves aware of, and respect, a range of cultural expectations regarding interactions between people.
- [Any unwanted behaviour displayed will be handled in a developmentally appropriate fashion, respecting individual children’s level of understanding and maturity.
- [Recurring problems will be managed by the whole nursery, in partnership with the child’s parents, using objective observation records to establish an understanding of the trigger using star charts and drawing up SMART targets whilst recording the observation.
- [Adults will be aware that some kinds of unwanted behaviour may arise from a child’s special needs and will be supported by the INNCO in managing the child’s needs appropriately. An Individual plan plan will be put in place, this will be displayed in the appropriate room.
- [Children who misbehave will be given one-to-one adult support in seeing what was wrong and working with the child towards a better pattern.

Staff training and support

As part of the induction process of new members of staff, students and parent helpers, the member of staff with responsibility for behaviour management issues will go through this statement / policy with them and support them in developing a clear understanding of what it looks like in practice.

The member of staff with responsibility will access training and seek advice and guidance when needed to support them in their role, and if required other staff. This knowledge and understanding will be disseminated to the rest of the staff.

The designated person responsible for the implementation of the Behavioural Management issues is The Manager.