

Behaviour Management Policy

Policy statement

We believe that children and adults flourish best in an environment in which everyone knows what is expected of them and children are free to play and learn 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 build their self-esteem in an atmosphere of mutual respect and encouragement.

Procedures:

- Rules governing the conduct of the group and the behaviour of the children are discussed and agreed within the nursery and explained to all newcomers, both children and adults.
- 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 build up good habits of behaviour.
- All adults will try to provide a positive model for the children with regard to friendliness, care and courtesy.
- Adults in the nursery will praise and endorse desirable behaviour such as kindness and willingness to share and good manners.
- We will take positive steps to avoid a situation in which children receive adult attention only in return for undesirable behaviour.
- Negative behaviour – most children at certain stages of development demonstrate behaviour that is negative. Children may demonstrate negative behaviour verbally or physically e.g. biting/swearing. We recognise that children may display negative behaviour due to the fact that they are still exploring their emotions and understanding of what is socially accepted.

When children behave in unacceptable/ negative ways:

- Physical punishments, such as smacking, will be neither used, nor threatened.
- Techniques intended to single out and humiliate individual children such as the 'naughty chair' will not be used.
- Children who misbehave will be given one-to-one adult support in seeing what was wrong and working towards a better pattern.
- Where appropriate this might be achieved by a period of 'time out' with, or in sight of, an adult.
- In cases of serious misbehaviour, such as racial or other abuse, the unacceptability of the behaviour and attitudes will be made clear immediately, but by means of explanations rather than personal blame.
- In any case of misbehaviour, it will always be made clear to the child/children that it is the behaviour and not the child that is unwelcome.
- Adults will not shout or raise their voices in a threatening way. On rare occasions a shout may be used to get the attention of a child, if their behaviour has potential

- to endanger themselves or others.
- Staff will make themselves aware of, and respect, a range of cultural expectations regarding interactions between people.
 - If behaviour results in an injury to another child/adult or damage to property, the incident should be recorded on an Incident Form.
 - In cases of injury or damage, parents of all parties will be informed in the first instance by telephone and later consulted in a confidential setting.
 - Any behaviour problems will be handled in a developmentally appropriate fashion, respecting individual children's level of understanding and maturity.
 - Recurring problems will be addressed by the nursery, in partnership with the child's parents, using objective observation records to establish an understanding of the cause.
 - The nursery will work together with parents and outside agencies where necessary to obtain constructive, confidential advice.
 - Parents will be invited to a meeting and an appropriate action plan will be decided and communicated to all staff and volunteers working with a particular child.
 - Levels of supervision will be increased wherever negative behaviour is recurring to ensure the safety of other children in the setting and in order that negative behaviour can be prevented before it occurs, wherever possible.
 - Adults will be aware that some kinds of behaviour may arise from a child's special needs.
 - Bullying – staff recognise that on occasion children may be the victim or perpetrator of bullying. Staff should ensure that comfort is provided to the victim of bullying. The child's parents should be informed and offered support, ensuring anonymity of children involved. Staff should sensitively manage a child who is bullying and acknowledge the child's stage of development/understanding whilst ensuring the inappropriateness of the behaviour/actions is made clear. Staff should inform parents, maintaining confidentiality and offering support.
 - On occasion, a child may need to be restrained for their own safety and that of others. Staff members receive guidance in restraint as part of their induction process; at least one other staff member must be present and this will be done in as gentle and calm a way as possible. Exact circumstances of the physical intervention will be recorded on a Physical Intervention Form.

Parents are invited to read our Behaviour Policy at point of registration of interest in the nursery. It is available to view on the website at any time and hard copies can be issued on request.

Staff are expected to be well-versed in our Behaviour Policy and comply with these procedures at all times. This will be monitored by the Nursery Manager and Management Team.

Legal Framework

Statutory Framework for the Early Years Foundation Stage 2014.

This policy was adopted at a meeting of The Natural Nurture Nursery Management Committee held on the 3rd March 2016.