Behaviour Management Policy

The underlying basis of this policy is that ‘the welfare of the child is paramount’ and it draws on the principals of the Children Act 1989, 2004, The EYFS 2017 (updated September 2021) and good practice in early years provision.

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 should be able to behave and develop self-discipline and self-esteem in an atmosphere of mutual respect and encouragement.

**The Designated Named Person who has responsibility for**

***Behaviour Management for Staff* is: Janine Collishaw & Laura Green**

**The Designated Named Person who has responsibility for**

**Behaviour Management for Children is: the nursery Management Team:**

**Laura Green (Manager) Heather Griffin, Katie Smith, Claire McKinley, Amber Lovegrove**

**All incidents relating to persistent Behaviour problems will be reviewed by the Nursery Manager and the appropriate members of the Management Team.**

***In Order To Achieve This:***

* Clear and concise rules governing the conduct expected in the Nursery and the behaviour of the children are explained to children and parents and discussed on induction of new employees and at staff meetings. Behaviour management guide is to be issued to all staff in the Nursery units and on request to parents if they request extra support. Where a child presents with a communication delay there is a more simplified behavior contract to be shared with parents and staff supporting the child to enable more success and adapt approach to managing behaviour.
* Children and staff are encouraged to treat other children and adults with respect and speak politely to other people and be caring towards other people.
* Strategies to promote self-esteem and the encouragement of positive behaviour will be used at all times.
* All employees in the Nursery will ensure that the rules are applied consistently, so that children will have the security of knowing what to expect and can build up useful habits of behaviour.
* All employees will try to provide a positive role model for the children with particular regard to friendliness, care and courtesy.
* Children will be helped to understand why some behaviour is undesirable through explanations and reasoning. Any criticism will be focused on the behaviour rather than on the child.
* Employees in the nursery will praise and endorse desirable behaviour such as kindness, willingness to share and to take turns.
* Employees will encourage children to talk about their feelings and frustrations.
* Positive behaviour will be encouraged through the use of adult attention and praise.
* Adults will avoid a situation in which children received adult attention only in return for undesirable behaviour.
* Staff will be made aware of training opportunities and encouraged to attend and update such training.

***When Children Behave In Unacceptable Ways:***

* We will limit attention or even ignore in the first instance certain types of attention seeking behaviour unless the behaviour involves another child.
* Anti-social behaviour exhibited by children will be strongly discouraged i.e. hitting, biting, kicking or other such physical responses and may result in time away from the room to calm down and reflect, this will always be with a staff member.
* The child will be given one to one adult support to try to explain to them what was wrong and work towards a better pattern of behaviour. This may involve removing the child from the activity and having a private conversation away from the other children in the room.
* A warning may be given using a quiet and assertive manner.
* 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/ren that is/are unwelcome.
* Where racist, sexist or other discriminatory remarks are made, the unacceptability of the behaviour and attitudes will be made clear immediately to the child and will be challenged. Any such behaviour exhibited by a child will be discussed with the parents/ carers to try to ascertain the reason for it.
* Frequent displays of undesirable behaviour will be logged on an ABC chart this is an opportunity to recognize triggers and an opportunity to create a log of incidents that can be a tool to support further planning to avoid future incidents. Incident reports will be completed where unacceptable behaviors have caused disruption or injury to another.
* If a child bullies another child or children, the procedures laid down in the

Anti-Bullying Policy will be followed.

# *Sanctions Will Not Include:*

* Children being sent out of the room by themselves.
* Staff will not threaten corporal punishment, will not use or threaten any punishment that could adversely affect a child’s wellbeing, such as smacking, or shaking will either be used or threatened.
* Use of any humiliating or frightening punishment including shouting, raising the voice, swearing, offensive language (including racist or sexist remarks) or name-calling.
* Techniques intended to single out and humiliate individual children such as a ‘naughty’ chair.

***On the occasions where a child shows strong reluctance to co-operate:***

* We explain to the child in language they can understand what we would like them to do
* We offer them help with the tasks they are doing (e.g. a large number of toys to clear up can be very daunting for a young child)
* We encourage and praise any small co-operative task
* We may ask another child to help and offer praise as appropriate
* We may re-enforce the concept of helping and co-operation through stories and role-play.
* We look for signs of co-operation from the child during other routines and give praise as appropriate.

***Disputes between children***

* However we do not immediately intervene in minor disputes but observe from a distance where appropriate so that children can learn to resolve their own difficulties.
* If intervention is necessary, then we will acknowledge the feelings of the children concerned (e.g. “I can see that you are angry”)
* We will listen to both children’s points of view and thoughts and help them find their own solutions or suggest a solution for them.

# *Summary*

* Employees will make themselves aware of, and respect, a range of cultural expectations regarding interactions between people.
* Any behaviour problems will be handled in a developmentally appropriate fashion respecting individual children’s levels of understanding and maturity.
* Employees will be made aware that some kinds of behaviour may arise from a child’s special needs/ EAL.
* Physical restraint, such as holding a child, will be used only to prevent injury to that child, any other child or adult/s and/or serious damage to property. It will be used with minimum force for a minimum of time. Any significant event of this sort will be recorded and the parent/carer will be informed on the same day.
* Recurring behavioural problems will be tackled by the Nursery, in partnership with the child’s parents/carers using objective observation records to establish an understanding of the cause. An individual action plan as to how best to improve the behaviour may be implemented and specialist advice may need to be sought. An IEP (Independent Education Plan) may also be implemented to help in the process of normalizing behaviour.
* If a child’s behaviour shows no sign of improving and all options have been thoroughly explored, the nursery reserves the right to terminate a child’s nursery place as a result of continued and severe behavioural difficulties, should this be deemed necessary.

## In accordance with the Children’s Act 1989, 2004 and the EYFS 2017 (amended September 2021), Steps Ahead policy is that no form of physical punishment is allowed and if used will result in serious disciplinary action being taken against the employee (see the Employee Handbook for further details).

## Please also refer to other relevant policies, specifically:

## Complaints Policy

## Social Networking Policy

## Special Educational Needs Policy

* Anti-Bullying Policy Staff

## Anti-Bullying Policy Children