

Behaviour Management Policy Statement

All children are unique and we believe this is key to understanding, acknowledging and acting on children's behaviour. We commit to supporting and caring for children and their families based on their individual needs.

Expectations of children are realistic and achievable; we aspire for children to demonstrate socially acceptable behaviour, having respect for themselves and all others.

We recognise there are reasons for the way in which a child behaves and endeavour to establish these in conjunction with supporting the child and their family.

Aims:

- Parents and carers understand and share our approach to behaviour to ensure consistency for the child at home as well as nursery
- Children understand the expectations, rules and boundaries at their nursery
- Children treat themselves, peers and adults with respect
- Children are polite and well mannered
- Children are confident with high self esteem, self discipline and independence
- All undesired or concerning behaviour will be identified and addressed

Our commitment to children and their families:

- When observing behaviour Safeguarding will be considered
- Staff are sensitive, patient, understanding and calm
- Children and their families are treated with utmost respect and dignity
- Children's human rights are always taken into consideration
- Staff will use constructive positive direction / instruction and not highlight what they are not / can not do, however what they can do and what would like to be seen
- Expectations of our children are realistic and achievable, when talking with children we will always explain the reasoning behind request, direction or instruction to ensure children understand what is expected
- We talk to children at their level and when drawing a conversation to a close staff will always confirm a child understands, and they know that they are still cared for
- Children are given thoughtful praise and encouragement for their behaviour and achievements
- There is at least one designated Behaviour Management Co-ordinator, who has training to an advanced level. Training is attended annually
- A Behaviour Management folder is available to staff and families and contains supporting documents, articles and contacts etc
- Understanding that prevention is better than cure staff act as positive role models in every way, demonstrating to the children what is expected
- There are firm rules and boundaries in place, these are regularly communicated to the children and their families in a positive manner
- All staff will communicate effectively with one another in order to operate and practice consistently, ensuring all children's behaviour is managed consistently through out the nursery.
- Each child will have a key person who regularly observes and plans for them and keeps all their documentation up to date
- Effective and informative relationships are in place with the parents
- The environments both indoor and out are enabled to reflect the individual needs of the children, encouraging independence, motivation, concentration self discipline and self esteem.

We do not tolerate:

- Physical intervention or punishment - physical intervention will only be used to manage a child's behaviour if it is necessary to prevent personal injury to the child, other children or an adult, to prevent serious damage to property or in what would reasonably be regarded as exceptional circumstances. Any occasion where physical intervention is used to manage a child's behaviour will be recorded and parents will be informed about it on the same day.
- Corporal punishment - as this is in breach of 'Safeguarding and Promoting Children's Welfare' (EYFS Welfare requirement).
- The threat of neither corporal punishment, nor use or threaten any form of punishment which could have an adverse impact on the child's well-being.
- Shouting (exceptions are only accepted if raised voices are used to prevent harm or to ensure safety of children).
- Degrading, sarcastic, insensitive or negative language.
- Children being labelled, or assumption being made due to their behaviour or any other reason
- Children being placed on chairs (or the like) to think about their behaviour
- Distressed and/or unattended children who are unclear of what is expected of them
- Giving children token rewards to modify behaviour. Children learn to behave as part of the development, social expectation and for direct preparation for growing up and later life.
- Children being threatened with verbal warnings e.g. "I will tell your Mummy/Daddy", "If you do that again I will...", "I have told you three times..."
- Ignoring unacceptable behaviour