



Behaviour Policy

Our aim at the nursery is to ensure that the children in our care are happy, safe and well cared for. When it comes to managing behaviour our strategy is to encourage and reward positive behaviour and respect for others with lots of praise and attention.

Children are supported and encouraged by adults to recognise and express their feelings appropriately through words, and play.

Staff aim to help the children gain problem solving strategies to enable them to find their own solutions to conflict.

We aim to do this by encouraging children to talk to each other and us and for staff to intervene when necessary to help resolve conflicts that will inevitably occur. We will make opportunities to encourage children to take turns/share, and sand timers are used as a visual aid to assist in this.

Adult / Staff Guidelines:

Unwanted behaviour is:

- Behaviour that is causing a risk of physical or emotional damage to his/her self or others.
- Behaviour that is causing serious/un-repairable damage to property.
- Behaviour that is disrupting another activity.

When dealing with unwanted behaviour our staff follow this policy:

- Physical punishment is **NEVER** used, it is neither necessary or acceptable.
- Physical restraint must only be used to prevent a child from injuring themselves or others or causing serious damage to property. In the event of physical restraint being necessary it will be recorded in the incident book by the adult who dealt with the situation. The records should include the child's name, time, location and nature of the incidents, what seemed to trigger the incident, others involved, witnesses, how the situation was handled, what form of restraint was used and any consequences. The child's parent will be informed that day and asked to sign to acknowledge they have been made aware of the incident. Any witnesses will also be asked to sign and given the opportunity to add a written comment about what they observed.
- Every other option should be considered before using physical restraint. **Physical restraint must be the last alternative.**
- Always stay calm.
- Never shout.
- Set a good example when talking to children and other staff i.e. tone, context and content of discussion must remain pleasant.
- Allow children as many opportunities to help as possible.
- When handling difficult behaviour, make clear that it is the 'behaviour' that is unwelcome not the child.
- When handling an incident of unwanted behaviour, talk through with the child what they are doing and why you are concerned. Encourage and help the child to make suggestions about a more appropriate way to carry out his chosen task safely.
- Help children to understand the effects their behaviour has on other's as well as how to cope when others affect them with their behaviour.
- Be aware that families all have different rules and expectations of their children. Children must not be made to feel that their ways are wrong or bad if it does not happen to be the same as yours. Family beliefs and methods will be respected and parents/carers wishes will be carried out in accordance with the policies of our settings.
- Never make judgements on children or their families based upon behaviour.
- Reward positive behaviour with praise and attention.
- Distraction may be used if a child is behaving disruptively.
- Children must not be made to feel humiliated. Time out in a quiet area or activity may be used to give the child time to calm and think about their actions.
- Only positive aspects of a child's behaviour are to be discussed in front of the child.
- When informing or consulting parents/cares about a child's behaviour, language must be kept as positive and constructive as possible.



The Manager is the person responsible for behaviour management issues at the nursery. The Manager, Deputy Manager, Room Leader, Key person, parent/carers and other staff observing the child and agreeing to a behaviour plan will deal with recurring problems. This will be based upon factual observations of the child's current progress and abilities and will aim and build upon them. We use the STAR format and will set SMART targets. Advice will be obtained from the SEN Advisory Teacher with the permission of the parent/carers.

Staffs are encouraged to attend Mental Health Courses.

Date Monitored: 09.06.22

Name: Jodine Grutzmacher

Signature:

Review Date: June 2023

