



Behaviour Management Policy and Procedure

Our nursery believes that children flourish best when they know how they are expected to conduct themselves. Children gain respect through interactions with caring adults who show them respect, empathy and value their individual personalities. Positive, caring and polite behaviour will be encouraged and praised at all times in an environment where children learn to respect themselves, other people and their surroundings.

Children need to have set boundaries of behaviour for their own safety and the safety of their peers. Within the nursery we aim to set these boundaries in a way which helps the children to develop a sense of the significance of their own behaviour, both on their own environment and those around them. Restrictions on the child's natural desire to explore and develop their own ideas and concepts are kept to a minimum.

We aim to:

- Recognise the individuality of all our children and that some behaviours are normal in young children, and a stage in their development.
- Encourage self-discipline, consideration for each other, our surroundings and property
- Encourage children to participate in a wide range of group activities to enable them to develop their social skills and independence
- Ensure that all staff act as positive role models for children at all times
- Encourage parents and other visitors to be positive role models and challenge any poor behaviour observed.
- Work in partnership with parents by communicating openly
- Praise children and acknowledge their positive actions and attitudes, therefore ensuring that children see that we value and respect them
- Encourage all staff working with children to accept their responsibility for implementing the procedures within this policy
- Promote non-violence and encourage children to deal with conflict peacefully at an acceptable stage for their development
- Promote the Fundamental British Values
- Provide a key worker system enabling staff to develop and build a strong and positive relationship with children and their families

- Provide children with opportunities of self-regulation and support staff to become co-regulators where necessary
- Provide activities and stories to help young children learn about accepted behaviours, including opportunities for children to contribute to decisions about accepted behaviour where age/stage appropriate.
- Have a named person who has overall responsibility for issues concerning behaviour

The named person, Ann Finnerty along with each room supervisor will keep up-to-date with legislation, both locally and nationally, and research and support changes to policies and procedures in the nursery; access relevant sources of expertise where required and act as a central information source for all involved; attend regular external training events, and ensure all staff attend relevant in-house or external training for behaviour management. A record will be kept of staff attendance at this training.

We recognise that codes for interacting with other people vary between cultures and staff are required to be aware of this and respect those used by members of the nursery.

Nursery rules are concerned with safety and care and respect for each other. We keep the rules to a minimum and ensure that these are age and stage appropriate. We regularly involve children in the process of setting rules to encourage cooperation and participation and ensure children gain understanding of the expectations of behaviour relevant to them as an individual.

Children who behave inappropriately by physically hurting another child or adult, for example, biting, or through verbal bullying, will be required to talk through these actions and apologise where appropriate depending on their age and developmental understanding. The child who has been upset will be comforted and the adult will confirm that the other child's behaviour is not acceptable or kind and makes their peer feel sad. It is important to acknowledge when a child is feeling angry it is the behaviour we are rejecting, not the child.

When children behave in unacceptable ways:

- Physical punishment such as smacking or shaking will be neither used nor threatened at any time
- It may be necessary to use restraining action in an emergency to prevent personal injury. Should physical intervention be used to prevent injury to the child, other children or property, an incident form will be completed by the member of staff and shared with parents at the end of the session and a parent's signature sought.

- Children will not be singled out or humiliated in any way. Staff within the nursery will redirect the children towards alternative activities. Discussions with children will take place respecting their level of understanding and maturity
- Staff will not raise their voices in a threatening way (other than to keep children safe)
- In any case of unacceptable behaviour, it will always be made clear to the child or children in question, that it is the behaviour that is not accepted, not the child.
- How a particular type of behaviour is handled will depend on the child's age, level of development and the circumstances surrounding the behaviour. It may involve the child being asked to talk and think about what he/she has done. It may also include the child being asked if they would like to apologise for their actions. Children will not be made to say sorry as this can often be used as a sticking plaster, however children will be encouraged to rethink about saying sorry and why it is important to be sorry for our actions (age and development dependant)
- Parents will be informed if their child is unkind to others or if their child has been upset. In all cases inappropriate behaviour will be dealt with in nursery at the time. Parents may be asked to meet with staff to discuss their child's behaviour, so that if there are any difficulties we can work together to ensure consistency between their home and the nursery. In some cases, we may request additional advice and support from other professionals, such as an educational psychologist, child guidance counsellors or by completing an Early Help Assessment, however this will only happen with parental consent and in circumstances where the nursery are unable to support the child as a single agency
- Children need to be supported in developing non-aggressive strategies to express their feelings.
- Confidential records (Incident forms and chronology's) will be kept where negative behaviour that has taken place and is becoming either more frequent or more aggressive. Parents will be informed and asked to read and sign any entries concerning their child. These records will be stored and used as reference should unwanted behaviour continue.
- **Providing professional feedback to parents is important. We must consider parental feelings when providing feedback. We must, as much as possible, provide parents with positive feedback, this will help prevent any unnecessary anxiety for parents**
- All children will be supported to develop positive behaviour, every effort will be made to provide for their needs

- Through partnership with parents and formal observations, staff will make every effort to identify any behavioural concerns and the causes of that behaviour. From these observations and discussions an individual behaviour modification plan will be implemented
- Children will be distracted from the negative situation and supported in a different activity or environment, if necessary for their own well-being and that of others in the group.

Anti-bullying

Children need their own time and space. It is not always appropriate to expect a child to share and it is important to acknowledge children's feelings and to help them understand how others may be feeling.

Children must be encouraged to recognise that bullying, fighting, hurting and discriminatory comments are not acceptable behaviour. We want children to recognise that certain actions are right and that others are wrong.

Bullying takes many forms. It can be physical, verbal or emotional, but it is always a repeated behaviour that makes other people feel uncomfortable or threatened.

- Any form of bullying is unacceptable and will be dealt with immediately. At our nursery, staff follow the procedure below to enable them to deal with challenging behaviour:
- Staff are encouraged to ensure that all children feel safe, happy and secure
- Staff are encouraged to recognise that active physical aggression in the early years is often a part of the child's development and that it should be channelled in a positive way
- Children need to be helped to understand that using aggression to get things is inappropriate and they will be encouraged to resolve problems in other ways, this will often require full adult support
- Our staff are encouraged to adopt a policy of intervention when they think a child is being bullied, however mild or "harmless" it may seem
- Where physical intervention is used an incident form will be completed and shared with parents
- Staff are ready to initiate games and activities with children, when they feel play has become aggressive, both indoors or outdoors

- Any instance of bullying will be discussed fully with the parents of all involved, to look for a consistent resolution to the behaviour
- If any parent has a concern about their child, a member of staff will be available to discuss those concerns. It is only through co-operation that we can ensure our children feel confident and secure in their environment, both at home and in the nursery
- All concerns will be treated in the strictest confidence unless we feel sharing information will help safeguard the child.

Biting

At nursery we follow a positive behaviour policy to promote positive behaviour at all times. However, we understand that children may use certain behaviours such as biting as part of their development. Biting is a common behaviour that some young children go through and can be triggered when they do not yet have the words to communicate their anger, frustration or need (please refer to our separate 'biting policy and procedure).

Our procedures

The nursery uses the following strategies to prevent biting: sensory activities, biting rings, adequate resources and staff who recognise when children need more stimulation or quiet times. However, in the event of a child being bitten we use the following procedures. The most relevant staff member(s) will:

- Comfort any child who has been bitten and check for any visual injury. Administer any first aid where necessary. Complete an incident form and inform the parents via telephone if deemed appropriate. Continue to observe the bitten area for signs of infection. For confidentiality purposes and possible conflict, we do not disclose the name of the child who has caused the bite injury to the parents.
- Tell the child who has caused the bite in terms that they understand that biting (the behaviour and not the child) is unkind and show the child that it makes staff and the child who has been bitten sad. The child will be asked to say sorry if developmentally appropriate or helped to develop their empathy skills by giving

the child who has been bitten a favourite book or comforter. Complete an incident form to share with the parents at the end of the child's session.

- If a child continues to bite, carry out observations to try to distinguish a cause, e.g. tiredness or frustration or environmental inadequacies.
- Arrange for a meeting with the child's parents to develop strategies to prevent the biting behaviour. Parents will be reassured that it is part of a child's development and not made to feel that it is their fault.
- In the event of a bite breaking the skin and to reduce the risk of infection from bacteria, give prompt treatment to both the child who has bitten and the child who has been bitten.

If a child or member of staff sustains a bite wound where the skin has been severely broken arrange for urgent medical attention after initial first aid has been carried out. In cases where a child may repeatedly bite and/or if they have a particular special educational need or disability that lends itself to increased biting, the nursery manager will carry out a risk assessment.

Partnership with Parents

The strategies we use at Loversall Farm Day Nursery form only part of the success in promoting positive behaviour with the children. For this to work it is essential that we work in partnership with parents and discuss any concerns at home or at nursery at the earliest opportunity to ensure a consistent approach to how we all deal with unwanted behaviours.

Abusive Parents

Please refer to the abusive parents policy and procedure.

Early Help Procedures

For some children, the changes in their behaviour often indicate that the child is struggling to manage their feelings based on an external reason. A change in behaviour is often displayed when a child does not have the communicative ability to inform us as to how they are feeling. There are numerous factors that can be contributing to the behaviour being demonstrated including: issues relating to a child's personal, social and emotional needs (mental health is currently high on the government agenda), issues relating to their physical development, a medical condition, a special educational need, an illness or a child who is victim of abuse.

In some circumstances implementing positive behaviour strategies are not enough to help the child manage their behaviour, in these cases consideration needs to be given as to whether the child or young person needs external support from various agencies. Where this is the case, the management team will work closely with the child's family to determine the best way forward to support the child and their family. It may be suggested that an Early Help Assessment be completed for the child using the MOSAIC data base or support may be needed for the nursery from the pre-school inclusion team within the Local Authority. This approach will bring together any external partner agencies that could be involved in supporting the child. Early Help and support from the pre-school inclusion team can only take place following consent from the person who has parental responsibility for the child and only one parent needs to agree to this. Where a parent refuses to provide consent, and the nursery believe this would have a negative impact on the well-being, safety and health, then this could be escalated to children's social care.

By positively promoting good behaviour, valuing co-operation and a caring attitude we hope to ensure that children will develop as responsible and acceptable members of society.

This policy was adopted on:	09 February 2018
Signed on behalf of the nursery:	
Signed by the nursery owner:	
Date of next review:	September 2026