

BEHAVIOUR MANAGEMENT POLICY

POLICY STATEMENT:

The nursery will provide a secure, loving and stimulating environment which encourages children to co-operate, enhances their self esteem and encourages their ability to interact with others. Where acceptable behaviour is promoted.

We are committed to working in partnership with parents and carers in supporting children's development in all areas, including behaviour. We take into account the children's age and stage of development. We recognise that there may be different expectations for children's behaviour at home and at Nursery. Therefore, we work closely with parents and carers to explain the ways in which we promote positive behaviour and to explain the ways we can work together to promote the same message to children.

We acknowledge that there are times when issues surrounding behaviour will need to be supported by adult intervention and we will use the behaviour management policy and procedures to guide us through the process.

HOW POLICY WILL BE IMPLEMENTED (Specific Policies & Procedures):

At Happy Dayz Nursery we aim to ensure the individual needs of all children are met by providing clear, consistent and developmentally appropriate expectations for behaviour through the following:

RESPECT:

Encourage all children to have respect for themselves, for other people, (their feelings, beliefs and values) and for the Nursery environment including equipment and property.

UNDERSTANDING AND COMPASSION

Help children to understand other people's views and experiences and to be caring and tolerant towards them.

RESPONSIBILITY

Enable children to have increasing ability to make choices and take responsibility for their own actions. In particular we help children to develop an understanding of consequences of their behaviour.

FAIRNESS AND EQUALITY

Give children an understanding of how to share and give everyone an equal chance (within the context of everyone having different needs). All staff will demonstrate this behaviour in their actions also.

KINDNESS

Promote acts of kindness to each other and to assist children in ways of being gentle towards each other.

SUPPORT AND THE USE OF POSITIVE REINFORCEMENT

Acknowledge considerate behaviour, reinforcing positive behaviour, developing children's confidence and self-esteem.

- As part of the staff induction process, staff will be made aware of our procedures to promote positive behaviour with the children in our care. Staff will make every effort

to act as good role models to children by behaving in a friendly and considerate manner themselves, creating an atmosphere of respect and value for one another. We hope that parents/carers using the Nursery will join us in this partnership.

- Staff will work effectively together as a team and show a fair and consistent approach to incidents. They will discuss concerns with parents/carers in an attempt to understand and identify possible causes of negative behaviour.
- 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, an adult, or serious damage to property. Any occasion where physical intervention is used will be recorded in the child's file and parents/carers will be informed when picking the child up.
- Staff will focus directly on positive features of the child's behaviour. Staff will do this by praising the child's good behaviour, kind acts, sharing, developmental progress.
- Staff will use positive reinforcement such as praise, thumbs up, high fives and using stickers as rewards, diverting children's attention to different activities
- No child will receive any form of corporal punishment e.g. Shouted at, smacked, shaken, intimidated, shamed or humiliated.
- Where negative behaviours are recognised or observed staff will intervene appropriately in a clear, calm and positive manner, to support children to reconcile conflict. This will be done in an age-appropriate approach.

SUPPORTING BEHAVIOURAL STRATEGIES AND PROCEDURES

We help children look after themselves by:

- Praising them and focusing on the positive things they do
- Helping them to recognise their feelings and express themselves in an unacceptable way
- Encouraging them to ask for help from peers as well as adults
- Encouraging their attempts and identifying with a view to planning for their interests
- Building their independence through self-help skills
- Encouraging them to see the good in others
- Encouraging them to learn from each other

We help children to care about others by:

- Keeping calm during conflict resolution
- Modelling appropriate behaviour
- Working on and reinforcing the understanding of feelings e.g. during circle time
- Naming and making feelings clear including the consequences of their actions reflecting back to children
- Being aware of the power of language i.e. not being confrontational or negative
- Boosting self esteem
- Giving time to listen and help acknowledge their responses sensitively

We help children to be polite by:

- Saying "Good Morning, Please and thank you" We model these behaviours we want them to copy
- Encouraging children to wait their turn

- Talking to each other, one at a time and listening to each other without interrupting when someone is already speaking
- Giving children clear messages and setting a good example
- Using quieter voices whilst talking and playing

We ask children to look after equipment by:

- Encouraging children to use equipment appropriately
- Teaching them about health and Safety, e.g. walking inside, not climbing on furniture such as shelving
- Encourage them to tell us about broken toys
- Demonstrate how some toys can be mended
- Helping to wash toys e.g. baby dolls, cars etc
- Looking after equipment ourselves and therefore modelling this behaviour

We help children to care about the environment by:

- Tidying up together
- Displaying children's work
- Making the environment look attractive
- Cleaning tables
- Providing labelled storage
- Looking after plants
- Explaining proper care and use of areas e.g. home corner, sand tray etc
- Noticing, acknowledging and praising 'GENTLE HANDS' or 'KIND HANDS'
- Sharing responsibility

EXAMPLES OF BEHAVIOUR AND STRATEGIES

Children display a range of behaviours at this age, most of which are to be expected for their age and stage of development. Staff may be expected to deal with behaviour, such as inappropriate shouting, having a tantrum, snatching toys and walking away from 'tidy up time' etc Intervention will be low key and may include the following:

- Using a positive statement e.g. "Blocks are for building" Instead of using the negative "We don't throw blocks"
- Explaining your concerns to a child e.g. "If you lean back on your chair, you may fall over"
- Give choices for other activities
- In the event of a child endangering themselves or others, a member of staff will escort the child to a quiet and safe place to calm down. Once calm, the staff member will chat calmly to child and reassure them to come back to play and join in nicely.

Staff will deal with more challenging behaviour by:

- Labelling the behaviour and not the child e.g. "I don't like it when this happens"
- Use non-confrontational language e.g. "When sand is thrown we can hurt someone's eyes" Instead of "When you throw sand"

Where behavioural difficulties continue, parents/carers will be invited into the Nursery to talk to staff. By talking together, home and Nursery will explore possible underlying causes and share positive strategies in order to ensure a consistent approach between home and setting. An action plan will be agreed and reviewed to monitor outcomes.

Biting and hitting are normal behaviours in the development of most children, usually caused by lack of verbal communication skills. If a child bites or hits another the following procedures will apply:

- Staff will attend to First aid where appropriate and give hugs and cuddles to the child that has been bitten. An accident report will be completed by staff and shared with parents at the end of the day.
- The staff member will talk about the incident with the other child, explaining the consequences of their action in a calm and appropriate way. The staff member will encourage the child to “help” make their friend feel better by saying sorry or giving a hug. The staff member will suggest an alternative action to biting or hitting i.e. tell the child to say “My turn please”, and will follow this up by encouraging the child to ask for a turn and making sure they have a turn.
- If biting or hitting is an on-going concern with a particular child then parents will be asked to come in and have a chat to staff. Staff and parents will try to devise new positive strategies to work on at home and in the Nursery setting.

The Manager/Deputy Manager is always happy to discuss and assist with any concern a parent may have in respect of their child's behaviour or participation in the Nursery setting.

If negative behaviour persists the Manager will give help parents to seek advice from an appropriate outside agency or professional.

If, after all other avenues have been exhausted, negative behaviour persists then the nursery may have no other alternative than to discuss alternative care with the parent/carer, on the understanding that we have to consider of the health and safety of the other children attending the Nursery. This is a last option resort which will only be used after following all procedures in this Behaviour Management Policy.

Date Policy reviewed: 6.1.26

By: Natasha Adams and Emma Johns

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