

BEHAVIOUR MANAGEMENT POLICY

Behaviour management involves reducing difficult behaviour and teaching children new and appropriate ways to behave. We consider appropriate behaviour to include sharing, turn-taking, respect for each other and our environment.

It is crucial that all staff consistently uphold the Nursery guidelines:

- 1 To ensure a happy, caring, and secure environment for everyone who attends, works at or visits our setting.
- 2 To develop and encourage appropriate behaviour through positive strategies, gentle encouragement, and explanation according to the child's age, stage and level of understanding.
- 3 To ensure children are clearly informed of the expected behaviour and boundaries that are in place within the setting.
- 4 Adults will promote self-esteem and respect for other people by being positive role models.
- 5 To help children to become socially aware of the needs of others and understand what acceptable behaviour is.
- 6 To provide a stimulating, well organised environment which engages all children and meets their developmental needs.
- 7 To draw attention and publicly praise and reward positive behaviour.
- 8 Where necessary, adapt and provide for differentiation within our curriculum, activities, and resources to ensure inclusion of all children including those with behaviour difficulties depending on their individual needs.

MANAGING UNACCEPTABLE BEHAVIOUR

When an incident of unacceptable behaviour occurs, **the member of staff who witnesses it will complete an Incident Record form.** The incident form will be completed and shared with the child's parent at the end of the child's session. The child's Keyworker should be informed if she was not present and should then monitor the frequency of forms. At the same time the keyworker should closely observe the child, trying to establish any triggers that may pre-empt the behaviour.

Staff will work together with parents discussing incidents and resolving to act collectively. If unacceptable behaviour continues without any improvement when all strategies, and behaviour plans have been applied, and the children in the setting are still at risk, the parent will be asked to collect the child from the setting following an incident.

Staff will explain to the child why they are going home, as part of the behavioural policy. The parent will be told that the child may return to Nursery the next day.

A child may be sent home three times, after which a decision will be made whether to terminate the child's place at our setting.

Unacceptable behaviour will be challenged in a calm but assertive manner. Staff will clearly explain non-negotiable issues in line with child's age and level of understanding.

A child will be asked to sit on a thinking chair in order to consider their behaviour and what they need to do next, for example say 'sorry' or give a hug or pick something up.

Staff have a right to physical safety and may use adult strength to protect themselves; this is an acceptable tactic. However it will be recorded and shared with the parent/carer of the child.

INCIDENTS

Behaviour which requires an Incident Form to be completed:

- Biting -
- Physical harm to another child.
- Repeatedly teasing or causing distress to another child.
- Bullying / domineering behaviour.
- Repeated aggressive actions i.e., snatching, negatively interfering with another child's work/play.
- Repeated refusal to join in Nursery routines.
- Striking or kicking another child or member of staff.
- Repeated overly rough behaviour likely to cause harm.
- Spitting and releasing saliva directly at another child / adult.