

## p. Behaviour Management Policy

We set high expectations through encouraging and praising appropriate behaviour. We believe children benefit most where adults adopt a consistent and positive approach to the management of their behaviour.

We ensure that all staff within our Nursery are clear of what is expected of each individual child in their care to ensure a consistent approach. They are trained to set up positive environments, to be aware of causes of unwanted behaviour and to manage such situations when they occur.

We aim to establish clear boundaries according to the child's level of understanding, encourage children to be aware of the Nursery routines and procedures.

We aim to provide all children with a secure, consistent and calm environment.

We share our Behaviour Management Policy with staff, parents and with the children in our care to ensure that all are aware what is expected from them.

### **Our Aims:**

- To provide a structure for positive behaviour management within the Nursery.
- To provide flexibility in the responses of staff to children's behaviour.
- To provide a supportive framework for children and staff to manage behavioural issues.
- To provide support to parents and carers regarding the management of their children's behaviour.

### **Information**

Inappropriate behaviour refers to non-negotiable actions and may include discriminatory remarks, harm to self or others, bullying or destruction of equipment.

It is important to consider the reasons why children might present certain types of behaviour; boredom, feeling unsettled or unhappy, not feeling listened to, an un-stimulating play environment, and medical reasons for example.

We regard rough and tumble play and play that has aggressive themes, such as superhero and weapon play, as normal for young children and acceptable within limits. Staff will judge if such play becomes hurtful or inconsiderate and will then deal with it by using the procedures outlined for dealing with inappropriate behaviour.

### **Policy**

- All interactions with children will be in ways which are appropriate for the children's ages and stages of development.
- Staff will be positive role models for behaviour.
- Play opportunities and activities will be varied and well planned so that children are engaged and interested.
- Staff will take active steps to not label children, for example as difficult or naughty,

- and to consider the underlying reasons for behaviour.
- Staff will work as a team by discussing incidents and resolving to act collectively and consistently.
  - Staff will ensure that the individual child feels valued and respected at all times.
  - Staff will take positive steps to avoid a situation in which children receive attention for undesirable behaviour.
  - Staff will encourage children to express their strong feelings without physical or verbal aggression.
  - Staff will support children to manage behaviour themselves by helping them find solutions to situations and deal with their emotions appropriately.
  - Staff will praise positive behaviours and give feedback to parents, including updates posted on the Family app daily record.
  - Staff will never use physical punishment such as smacking or shaking and children will never be threatened with these.
  - Staff will only use physical restraint, such as holding, to prevent physical injury to others and/or serious damage to property.
  - Staff will not shout or raise their voices in a threatening or punitive way.

### Responsibilities

The Behaviour Management Lead will:

- Keep up to date with legislation
- Research current behaviour management practices, where appropriate.
- Identify additional behaviour management strategies for children with additional learning needs.
- Access other agencies, where necessary and provide support to staff around behaviour management issues.
- Ensure they and other staff have relevant up to date training and that they record details of this.

### **Procedures**

In situations that require adult intervention, staff will remain calm and consider the most appropriate response, dependent on what led up to the behaviour and also the age and level of understanding of the child.

Staff should:

- Stop hurtful or disruptive behaviour at once.
- Avoid negative phrases like “No” or “Naughty” and focus on instructions like “Stop” or descriptions like “Unkind”.
- Gather information, ask the children what happened and then restate the problem.
- Acknowledge children’s feelings whilst explaining why their behaviour was not acceptable.
- Explain the consequences that may occur or ask the children for solutions and choose one together. Offer ideas if children struggle with this.
- If physical or verbal aggression occurs – this will be addressed immediately. The child may be moved to another area of the room.

If physical contact is necessary, the staff member will keep their body language calm, acknowledge the child's feelings and explain their own actions;

For example, *"I need to hold you or lift you up to keep everyone safe"*

When the child is calm, explanations should be given as to why their behaviour was not acceptable.

### Very Young Children

The strategies for dealing with children under three may need to differ from those for older children. When very young children show inconsiderate behaviour, such as tantrums and biting, staff will;

- Remain calm and patient, explain why this behaviour is not acceptable, for example "you have made them sad, that's unkind" avoiding phrases like "naughty".
- Offer comfort to intense emotions and try to calm children through holding and cuddling.

### Recurring Inappropriate Behaviour

Where inappropriate behaviour is ongoing, staff will;

- Try to find if there is an underlying cause.
- Liaise with parents or carers and the SENCO.
- Work with the child's parents or carers to develop and implement an action plan where manageable targets will be set and regularly reviewed.
- Contact other professionals, such as the Area SENCO, for support and information.

### Physical Intervention procedure

As a Nursery, we will consider the age of the children in our care and what are appropriate approaches regarding physical intervention.

Physical intervention will only be used as a last resort if all other strategies detailed in this policy have not been successful and only if there are reasonable grounds for believing that immediate action is necessary to prevent a child from significantly injuring themselves or others or to prevent serious damage to property for example a child running across the road or a child being physically aggressive towards themselves or others whilst upset.

- Staff will first consider distraction, withdrawing adults and children and making the environment safe.
- Physical Intervention will be used for the minimum amount of time and with the minimum amount of force.
- Staff will consider the emotional impact of physical intervention on the child, witnesses and staff.
- Where physical intervention was used, the SENCO and Nursery Manager must be advised, and an Incident Report completed on Family afterwards.