



Behaviour Management Policy

Policy Statement:

We believe that children will flourish best when their personal, social and emotional needs are met and where there are realistic and appropriate expectations for their behaviour.

Children need to learn to consider the views and feelings of others and the impact that their behaviour has on people. This will require adequate support, encouragement and teaching.

Behaviour Management:

The Behaviour Management Officer is: Kristy Renshaw/Ama Nana-Marfo

The officer will have overall responsibility for our programme for supporting personal, social and emotional development, including issues concerning behaviour. The named officer will:

- Keep themselves up to date with legislation and research regularly different ways to promote positive behaviour.
- Access relevant sources of expertise on promoting positive behaviour.
- Train staff regularly on promoting positive behaviour, we will keep a record of staff attendance at this training.

Challenging unacceptable behaviour will be tackled sensitively in partnership with the parents of the child and the staff at the setting in a professional supportive manner.

A child learns within his/her own environment, and the atmosphere should help a child to develop self-discipline as well as self-esteem. Every child should learn how to respect and value everyone as an individual and the atmosphere we create will promote that.

Children reach their own conclusions about right and wrong from the examples those set for them. Codes of behaviour and positive attitudes should be present in the learning environment.

Small children do not have verbal skills to express themselves and their emotions, they know what they want to say or what they are feeling but don't have an understanding of how to verbally say or express themselves to others. Teaching children the correct way to control and express themselves in other ways is the key to developing good self-esteem and independence.

Responsibilities of the staff:

All members of staff will promote positive behaviour during everyday activities and will also be positive role models for the children to learn from.

Staff will have a basic understanding of why children behave in certain ways. This enables them to teach them new and positive ways to handle their emotions and feelings.

Staff members and parents will approach the Behaviour Officer for advice on children's behaviour if they have any concerns about individuals.

Staff will be offered training when courses are available to help gain more specific knowledge and understanding on individual issues and types of behaviour i.e. Bullying.

Key person will have a responsibility to address their concerns to the parents and may want to have a key person meeting. The meeting will enable the nursery and parents to work together to come up with action plans and ideas to combat the problem.

Incident Records/observations of unacceptable behavior will be kept by the key person if a consensus is agreed by parents and staff within the key person meeting. This will be a useful vehicle to remedy the behaviour; all contents of which will remain confidential (See confidentiality policy).

Behaviour will be managed in the following ways:

- Biting- Some children will experience biting at the early stages of their development. We appreciate that this can be very upsetting for the child and of course for the parents. Staff will always inform both parents ensuring confidentiality is followed. There can be several reasons why children bite e.g. frustration, sleep and health issues and language delay (There are many more). When a child is going through the biting stage, staff will always discuss the situation with the parents, highlighting the different strategies that can be used. In our experience dealing with behaviour is always an individual process as children respond differently, one method will not work for all children. The important thing to remember when dealing with any behaviour is to be consistent. The language and the different strategies used will be adapted to meet the age, understanding and development of the individual children.
- Staff will observe children, looking for patterns in their behaviour. By looking at the patterns in a child's behaviour we will be able to gain an understanding of individual children and identify possible triggers to unacceptable behaviour.
- Staff will be positive role models for children to learn from and follow.
- Staff will reward children playing positively by giving them lots of praise and encouraging language to support the child's actions, stickers and positive feedback to parents.
- Staff will work in partnership with the parents to set up an ongoing action plan for children displaying unacceptable behaviour for a prolonged period of time. This will be shared with the rest of the staff team offering consistency for the child.
- Staff will not overreact to a child's behaviour and will observe the situation allowing the child time to develop his/her own self-help skills.
- When talking to children, staff will approach them at their own level talking to them in a calm and controlled manner. They may ask the child to sit with them to reflect on their behaviour. The member of staff will stay with the child during this reflection time to talk to the child about why it is unacceptable and understanding the consequences.

- Staff will discuss the consequences of his/her behaviour.

- Staff will encourage children to co-operate with each other in small and large groups. Working as part of a team to enable the children to adopt an understanding of the benefits of co -operation and communication.

- Staff will help children to respect themselves and others, taking into consideration children's gender, race, religions or cultural backgrounds.

- If there appears to be any specific or ongoing occurrences of unacceptable behaviour the key person will try to identify the problem and discuss with parents.
 - Staff will give continued active encouragement to every child within the nursery and will give parents regular feedback.

- It is important that the adults address' the '**behaviour**' and not the **child**.

A child will NEVER be physically punished or humiliated in any way; we believe this is totally unacceptable practice.

We believe that on-going behavioral problems can at times be predicted and we can work on the basis of prevention rather than cure.

Policy Date: May 2021	Date to be reviewed: May 2022
Name of Signatory: Kristy Renshaw	Position: Manager
Signature:	<i>Signed on behalf of Apple Day Nursery</i>