

## BEHAVIOUR MANAGEMENT

### POLICY

#### Policy statement

Our setting believes that children flourish best when their personal, social and emotional needs are met and where there are clear and developmentally appropriate expectations for their behaviour.

Children need to learn to consider the views and feelings, needs and rights, of others and the impact that their behaviour has on others. This is a developmental task that requires support, encouragement, teaching and setting the correct example. The principles that underpin how we achieve positive and considerate behaviour exist within our programme for promoting personal, social and emotional development. This is supported throughout the nursery with our golden rules, which underpin the British Values.

We have a named person who has overall responsibility for our personal, social and emotional development, including issues concerning behaviour. This is **Clare Olden**.

We require the named person to:

- Keep themselves up to date with legislation, research and thinking on promoting positive behaviour and handling children's behaviour where additional support may be required.
- Access relevant sources of expertise on promoting positive behaviour and check that all staff have relevant in-service training and support.

We recognise that codes for interacting with other people vary between cultures and require staff to be aware of, and respect, those used by members of the setting.

We require all staff, volunteers and students to provide a positive model of behaviour by treating children, parents and one another with friendliness, care and courtesy.

We work in partnership with children's parents. Parents are regularly informed about their children's behaviour by their Key person. We work with parents to address recurring inconsiderate behaviour, using our observation records to help us to understand the cause and to decide jointly how to respond appropriately.

#### In our workplace

We always praise children and reward good behaviour to encourage positive behaviour from their peers.

**Unacceptable** behaviour includes the following:

- physical or aggressive behaviour towards a child or adult;
- verbal abuse of a child or adult including remarks of a racist or sexist nature;
- Bullying;
- Deliberately damaging property.

**When unacceptable behaviour occurs it will be dealt with using the following strategies:**

- Explaining to the child in an age-appropriate manner that the behaviour is unacceptable and moving them away from the situation if required.
- Talking to the child about their feelings and the impact their behaviour has on others (emotion cards can be used to support this).
- Continuing the activity in a suitable way or encouraging the child to do something else.
- The member of staff who dealt with situation keeping an eye on the child and stepping in if behaviour is repeated or informing other staff to do so.

**Where there are persistent behavioural problems the following may occur:**

- Staff meet to discuss problem and management techniques.
- The child/children involved are observed to establish the cause of the problem using an ABC observation/incident form.
- The child is given time to reflect on their behaviour by sitting in a quiet area, this will be supported by the staff.
- Staff evaluate activities on offer to discover whether alterations could alleviate the problem behaviour.
- Parents will be invited in to talk about the behaviour and an action plan will be implemented.

**All staff will:**

- Acknowledge rights & feelings of children.
- Not use any form of physical or emotional punishment. This includes raising their voice or using negative labels.
- Acknowledge their own feelings and ask another member of staff to be involved if necessary.
- Be supportive of each other and discuss strategies to ensure that the children receive consistent messages about behaviour.

**This policy was reviewed on 04.04.2023**

**Signed on behalf of The Cottage Nursery**

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