

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 views and feelings, needs and rights, of others and the impact that their behaviour has on people, places or objects. 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, that underpin the British Values.

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

We require the named person to:

-keep her/himself up to date with legislation, research and thinking on promoting positive behaviour and handling children's behaviour where it may be require additional support

-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

1. Always praise children and reward good behaviour to encourage positive behaviour from their peers.
2. **Unacceptable behaviour:**
 - 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

3. When it occurs it will be dealt with using the following strategies:

- Explain to the child that the behaviour is unacceptable and remove them from the situation if required.
- Talk to the child about his/her feelings and the impact this has on others (emotion cards can be used to support this)
- continue activity in suitable way or encouraged to do something else
- member of staff who dealt with situation keeps an eye on child and steps in if behaviour is repeated or inform other staff to do so

4. Persistent behavioural problems

- staff meet to discuss problem and management techniques
- children involved observed to establish cause of problem
- 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 implementing an action plan

5. All staff will

- acknowledge rights & feelings of children
- not use any form of physical or emotional punishment
- acknowledge own feelings & ask another member of staff to be involved if necessary
- be supportive of each other & discuss strategies to ensure that the children receive consistent messages about behaviour

This policy was reviewed on 12th October 2017

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Signed on behalf of The Cottage Nursery

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Manager