

Behaviour Management Policy

Statement of Intent

Children need to have set boundaries of behaviour for their own safety and safety of others. The Manor House Nursery believe 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.

Aim

We believe in creating a positive environment where adults consistently manage and encourage positive behaviour that promotes children's welfare and development.

We have consistent adults who positively encourage children to respect themselves and others.

We provide a secure, challenging, stimulating and positive environment with clear boundaries and expectations.

We allow children to flourish and enjoy developing, learning and making a positive contribution.

Methods

We encourage positive behaviour in all children depending upon on their age and stage of development by:

- Using praise and positive reinforcement.
- Encouraging sharing and negotiation.
- Staff/volunteers and students being good role models and setting good examples
- Involving children when creating rules/boundaries
- Helping children understand the consequences of their behaviour
- Helping children challenge bullying, harassment and name-calling
- Encouraging children to be responsible, for example, tidying up, creating own rules
- Reassuring children they are valued as individuals even if their behaviour is sometimes unacceptable.

We will nominate one person as Behaviour Management Co-ordinator who will have the overall responsibility for supporting positive behaviour. As a setting this will be done by;

- Keeping up to date with legislation and research on promoting positive behaviour, and on handling children's behaviour where it may require additional outside support.
- Access relevant sources of expertise on promoting positive behaviour within the programme for supporting personal, social and emotional development.
- Support staff on induction
- Ensure all staff receives training on Behaviour Management.
- Recognise the codes for interacting with other people vary between cultures and require staff to be aware of/respect, those used by all at the setting.
- Staff volunteers and students will provide a positive model of behaviour by treating children, parents and one another with friendliness, care and courtesy
- We induct new staff with the settings behaviour policy and its guidelines.
- We expect all member of our setting - children, parents, staff, students, to keep to the guidelines, requiring these to be applied consistently.
- We ensure praise is given when due, modeling and highlighting positive behaviours.
- We work in partnership with parents and parents are able to discuss their Childs behaviour with nay practitioner. A practitioner may choose to raise concerns about behavior with a Childs parent/carer. We may use our monitoring and observation system to record a Childs behavior and help assess the route cause.

Positive Strategies for Negative Behaviour

- Staff, volunteers and students use positive strategies for handling any inconsiderate behaviour by helping children find solutions in ways which are appropriate for the children's ages and stage of development. Such solutions may include negotiation, intervention, diversion and distraction.
- We ensure that there are enough popular toys and resources available so that children are meaningfully occupied.
- We support each child in developing positive self-esteem, confidence and feelings of competence.
- We support each child in developing a sense of belonging in a group, so that they feel valued and welcomed.

- We avoid creating situations in which children receive adult attention only in return for inconsiderate behavior.
- When children behave in inconsiderate ways, we help them understand the outcomes of their actions, and support them in learning how to cope more appropriately.
- Time out is always supervised by a practitioner.
- We NEVER use physical punishment such as smacking or shaking. Children are never threatened with such actions.
- We do not use techniques which single out or humiliate a child in front of others.
- We use physical intervention, such as removal or restraint, only as a last resort and only to prevent injury to themselves or others (see physical restraint policy).
- In cases of serious misbehaviour, such as assault, racial or other abuse, we make clear immediately the unacceptability of the behaviour and attitudes, by means of explanation rather than personal blame. Any such issues should be discussed with parents.
- We aim to be calm, patient and consistent when responding to children inconsiderate behaviour.

Persistent Negative Behaviour

We take persistent negative behaviour very seriously. We define it as the persistent physical or verbal abuse of another person in our setting. It is characterised by intent to hurt, and is accompanied by an awareness of the action. Where such behaviour occurs, we will work together with the Early Years SENCO and try and devise an Individual Behaviour Plan to produce in consultation with the Child's parent/carers.