

# Behaviour Management Policy

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| Author:        | Nursery Manager        |
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| Approved by:   | Senior Management Team |
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## Behaviour Management Policy.

Little Stars Day Nursery believes in positive reinforcement of children's behaviour. We focus on positive behaviour and put in place effective strategies for promoting children's welfare, learning and development.

Little Stars Day Nursery will not use physical or corporal punishment to any child and this is made explicitly clear to all staff working within our setting.

- Within this policy we aim to help children develop relationships with their peers and members of staff whilst helping them develop a sense of respect for each other and the environment. Also teaching them what is good and positive behaviour which will enable them to develop their own confidence, self esteem, self discipline and respect for everything.
- The named persons for behaviour management are Laura Johnson, who works closely with the named SENCo, Katie Steel and Lisa Smith. In order to remain being the rep for behaviour management you must keep up to date with relevant training.
- All staff, and new staff, are informed of how to deal with children's behaviour and all strategies are applied consistently in order to provide consistency and security for all children. Staff are also made aware that some children's behaviour may be a result of their special need and this must be accounted for. Therefore staff at Little Stars understand the need to consider the child's age, stage and understanding with regard to their development and capabilities as some children with Autism or ADHD may have behavioural difficulties in light of their special need.
- All staff, students and volunteers are to act as a positive role model to all children with regard to their own behaviours and the way they respond to children. We will not tolerate any members of staff shouting or raising their voices to children unless they are in immediate danger.
- Physical punishment such as smacking or shaking will not be used or threatened by any staff, students or volunteers. Children will never be sent out of the room on their own nor will they be humiliated or singled out in terms of labelling a child 'naughty'.
- The only time we would use physical restraint would be if the child was to put themselves or another child in danger or cause serious damage to property. This restraint would be to hold the child to prevent the any damage. All details would be recorded such as what happened, what action was taken, and by whom and the names of witnesses on an incident sheet and the parent /carer would be informed upon collection of the child. Physical intervention is only used as a last resort after using all of the non-physical actions such as diverting the child's attention, and speaking with the child. As soon as the child is calm the physical intervention should gradually relax allowing the child to gain their self control back.

- If any staff member commits any act of violence or abuse towards a child serious disciplinary action will be implemented in line with our Staff Disciplinary Policies and Procedures.
- Behaviour Management Strategies: each play room sets out clear 'ground rules' age and stage appropriate for all children and staff are to model these rules within practice. Children are encouraged to take part in the 'rule' making to enhance ownership over their behaviour. Positive language such as "kind hands" are used as opposed to "no hitting" therefore enhancing positive modelling with regard to behaviour and language.
- Staff use positive reinforcement with regard to children's behaviour using plenty of praise and encouragement. However if undesirable behaviour is witnessed it will be challenged and discussed with the child in an age /stage way. Their behaviour will be explained to them in a language they can understand and consequences given to their behaviour. Children are given 3 warnings to their unwanted behaviour, providing their behaviour isn't dangerous to anyone, if their behaviour continues they will be asked to sit themselves out or staff will sit them out of 1 minute per their age, this is known as the 'time out' method.
- Children's behaviour will be monitored and discussed with parents /carers at the earliest possible opportunity to help find a cause or explanation and to share with the child's parents /carer strategies to help deal with it.
- Staff within the setting will actively promote speaking out to enable children to speak confidently about bullying or discrimination. Also staff will mediate between children to help resolve conflicts and situations where it is age /stage appropriate.
- When dealing with unwanted behaviour staff are to be clear when talking to children and parents /carers whether their behaviour is 'disengaged', 'disruptive' or 'unacceptable'. The definitions for these are: '**disengaged**' would indicate when a child is bored, unsettled or unhappy, staff would deal with this sensitively and support the child to find a purposeful activity. '**disruptive**' behaviour effects all children enjoying an activity or planned session with an adult and '**unacceptable**' behaviour relates to discriminatory remarks or actions including bullying and damage of equipment. Staff will be clear that consequences will follow from their actions.

## Revision History

| Version | Type    | Date         | History |
|---------|---------|--------------|---------|
| V1      | New     | October 2012 | New     |
|         | Updated | Jan 2014     | Updated |

