



Behaviour Management Policy



Our named practitioner responsible for Behaviour Management is:

.....**Jo Martin**.....

This member of staff has the necessary skills to advise other staff on behaviour issues and to access expert advice if necessary.

Our aim is to provide an environment where children are happy and are stimulated, thus preventing children feeling the need to behave inappropriately. We work in partnership with parents/carers to lay foundations, and believe that children are at their happiest in an ordered environment in which everyone knows what is expected of them. To this end we will:

- Praise children for good behaviour on a regular basis.
- Model good behaviour by treating children and adults around us with respect.
- Provide interesting and stimulating activities within a child friendly environment thus preventing children from becoming bored and irritable.
- Observe children closely and use our spontaneous planning to provide for their individual needs.
- Work closely with parents to support children's exploration of appropriate and inappropriate behaviour.

If children behave in a consistently inappropriate manner e.g. hurting other children, verbally abusing children or staff, destroying play equipment, then we will:

- Use our observations to try to pinpoint trigger points and to improve our environment if appropriate.
- Help children who find it difficult to get on with others by showing them how to play and be friendly with other children.
- Give the child more one to one time in which they may be able to explain why they are behaving in this way
- The practitioners actively encourage positive behaviour, but manage unwanted behaviour in a way that is appropriate to the children's age and stage of development.
- The children are given clear boundaries that they understand and staff at the nursery work alongside the children to devise "Golden Rules" for behaviour in each room. These are illustrated with photographs of the children acting out the rule. For example - we are kind, we walk in nursery.
- We use a traffic light system in our 2-5's room to enable all staff to work consistently with giving warnings to the children if unwanted behaviour arises.
- All children start on green and if a situation occurs the child would be given a warning and moved to orange. If the unwanted behaviour continues they would be moved to red and given time out.



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- Practitioners will use a time out system for children when they will be removed from the play area to a quiet area. (At the nursery we use a thinking spot) During these 2, 3 or 4 minutes (depending on the child's age) the child's key person will explain why they have been taken away from the play area. This system will be used consistently by all staff.
- Children under two years of age will be distracted from any situation which the staff feel is inappropriate and supported to join in more appropriate activities.
- The word 'Naughty' should not be used, nor should children be referred to as 'Babe', 'hun' or 'dude'.
- Stickers for good behaviour and a themed sticker chart.
- Appropriate language should be used eg No, I don't like it when you do that, or that makes me sad!
- Staff use effective de-escalation techniques and create alternative strategies that are specific to the individual needs of the children.
- The orchard nursery works together as a team to promote children's positive behaviour and review those responses to assess their impact, taking into account the views and experiences of the child. Management review and monitor strategies and adapt where necessary.

Where this does not result in an improvement of behaviour we will ask parents for permission to seek outside help, and a behaviour plan completed. The nurseries SENCO will be consulted, and will work alongside all involved.

Staff at the nursery will not use corporal punishment or any other punishment which physically hurts the child or may humiliate them. Parents are asked not to smack their children or shout at them whilst on nursery property in order to ensure consistency for all children. Staff will not threaten corporal punishment or threaten any punishment which could adversely affect a child's well being.

When dealing with children with complex behaviour we may need to use reasonable force to protect the child/ and or staff/other children. Please see below the definition of 'Reasonable force'

There is no legal definition of when it is reasonable to use force. Reasonable force means 'reasonable in the circumstances' meaning that no more force than is absolutely necessary is used and must be proportionate to the student's behaviour and the perceived risk. For example, if two students are fighting, it may be necessary to physically intervene or if there was a fire and a student would not leave the building it may be necessary to use force to escort them. For force to be judged as lawful, the degree of force must be the minimum to achieve the desired result and proportionate to the consequences it intended to prevent.

A risk assessment would be carried out to reduce the risks of the behaviour escalating.



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Biting

Many children go through a stage of biting other children and staff. We know this is an emotive subject and when this occurs, particularly if a child bites regularly, the following procedure will be followed:

The victim will be comforted by their key person and any required medical treatment given.

The perpetrator will be taken from the play area and told, in a manner appropriate to the child's age that the behaviour was unacceptable. The child will not be shouted at and only one member of staff, preferably the child's key person will deal with this.

Staff will use their written observations and knowledge of the child to try to pinpoint trigger points and reasons.

The incident will be reported on an incident form for both children involved.

Parents of both children will be informed.

Exclusion

No child should ever be excluded if possible and no action will take place until there has been extensive consultation with the child/family. Exclusions would only be considered when the impact of a child's health or behaviour would be detrimental to other children or adults. If the situation cannot be resolved then the manager must consult with the committee, and the early year's team for support and advice.

Signed on behalf of the nursery.....*Emma Middleton*.....Date:... August 2019