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## Behaviour Management Policy

The Athelstan Nursery firmly believes in the intrinsic goodness of each child and recognises the importance of positive and effective behaviour management strategies in promoting children's welfare, learning and enjoyment.

The aims of our Behaviour Management policy are to help children to:

- Develop a sense of caring and respect for one another.
- Build caring and co-operative relationships with other children and adults.
- Develop a range of social skills and help them learn what constitutes acceptable behaviour.
- Develop confidence, self-discipline and self-esteem in an atmosphere of mutual respect and encouragement.

### Behaviour Management Strategies

The Manager and the staff team will manage behaviour according to clear, consistent and positive strategies. **Nicola Robinson** is the Behaviour Management Lead Practitioner and is responsible for overseeing and supporting practitioners with behaviour management. Parents and carers are encouraged to contribute to these strategies and raise any concerns or suggestions.

Behaviour management in the setting is structured around the following principles:

- Staff and children will work together to establish a clear set of rules that we call the 'golden rules' that will govern all behaviour in the setting.
- The settings 'golden rules' will apply equally to all children and staff.
- Positive behaviour will be reinforced with praise and encouragement and staff will acknowledge when children are abiding by the 'golden rules'.
- Negative behaviour will be challenged in a calm but assertive manner. In the first instance, staff will try to redirect children's energies by offering them alternative and positive options. Staff will be open in stating and explaining non-negotiable issues.

- When dealing with negative behaviour, staff will always communicate in a clear, calm and positive manner.
- Staff will make every effort to set a positive example to children by behaving in a friendly and tolerant manner themselves, promoting an atmosphere where children and adults respect and value one another.
- Staff will avoid shouting in the setting.
- Staff will facilitate regular and open discussions with children about their behaviour and will capture positive behaviours.
- Staff will work as a team by discussing incidents and resolving to act collectively and consistently.
- Staff will discuss concerns with parents and carers at the earliest possible opportunity in an attempt to help identify the causes of negative behaviour and share strategies for improving behaviour.
- Children who experience bullying, racism or other unacceptable behaviour will have their voice heard.
- Activities will be varied, well planned and structured around the child's interest so that children are not easily bored or distracted.

If any member of staff is struggling with managing a child's behaviour in the setting they need to speak to Nicola for advice.

## **Dealing with negative behaviour**

When confronted with negative behaviour, staff will be clear to distinguish between disengaged, disruptive and unacceptable behaviour. Staff should refer to the child's scales of Wellbeing and Involvement.

Disengaged behaviour may indicate that a child is bored, unsettled or unhappy. Staff will sensitively intervene to be able to re-engage a child with a purposeful activity.

Disruptive behaviour describes a child whose behaviour prevents other children from enjoying themselves. Staff will collectively discuss incidents and agree on the best way to deal with them.

Unacceptable behaviour refers to non-negotiable actions and may include discriminatory remarks, violence, bullying or destruction of equipment. Staff will then explain to the child what was negative about their behaviour and that such actions have consequences for both themselves and for other people. Staff will

make every attempt to ensure that children understand what is being said to them using signs and symbols if needed.

## **The use of physical interventions**

Staff will use physical interventions only as a last resort and only if they have reasonable grounds for believing immediate action is necessary to prevent a child from significantly injuring themselves or others or to prevent serious damage to property.

Before reaching this stage, staff will have used all possible non-physical actions, such as dialogue and diversion, to deal with the behaviour. The child or children concerned will be warned verbally that physical intervention will be used if they do not stop.

Only the minimum force necessary to prevent injury or damage should be applied. For example, by diverting a child by leading them away by a hand or an arm around their shoulders.

Staff will use physical intervention as an act of care and control and never as a punishment. Physical interventions will not be used when there is no immediate risk to people or property.

When a member of staff has had to intervene physically to restrain a child, the Manager will be notified and the incident recorded in the confidential Incident record book. The incident will be discussed with the parent or carer at the earliest possible opportunity.

If a staff member commits any act of violence or abuse towards a child at the nursery, serious disciplinary action will be implemented according to the Staff Disciplinary Procedures policy. All allegations will be reported to the LADO and to Ofsted within 24 hours.

## **General reminders**

- Always use positive language and reinforce behaviour that is positive.
- Praise goes a long way.
- Tell parents and other members of staff about a child's achievements.
- Referral to the golden rules and they apply to within the nursery.

- Don't forget basic social skills - encourage please, thank you and excuse me at all times.
- You are the adult - remain in control at all times.

Nursery Manager: \_\_\_\_\_ Committee: \_\_\_\_\_

Policy Date: \_\_\_\_\_ Review Date: \_\_\_\_\_