

## **BEHAVIOUR MANAGEMENT POLICY**

We believe that children and adults flourish best in an ordered environment where everyone knows what is expected of them and children are free to develop their play and learning without fear of being hurt or hindered by anyone else. We aim to work towards a situation in which children can develop self-discipline and self-esteem in an atmosphere of mutual respect and encouragement.

### **In order to achieve this:**

- Babraham Nursery recognises that very young children are not always able to manage their own feelings and deliver them appropriately.
- Rules governing the conduct of the group and the behaviour of the children will be discussed and agreed within the Nursery and explained to all newcomers, both children and adults.
- Children aged three and above will formulate their own set of agreed rules which will be displayed and regularly peer reviewed.
- All adults in the Nursery will ensure that the rules are applied consistently, so that children have the security of knowing what to expect and can build up useful habits of behaviour.
- All adults will try to provide a positive model for the children with regard to friendliness, care and courtesy
- Adults in the Nursery will praise and endorse desirable behaviour such as kindness and willingness to share.
- We will take positive steps to avoid situations in which children receive adult attention only in return for undesirable behaviour.
- Babraham Nursery will offer support to both parties and discuss behaviour issues through play, story times and circle time activities.

### **When children behave in unacceptable ways:**

- Corporal punishment, such as smacking or shaking, will be neither used nor threatened.
- Children will never be sent out of the room by themselves.
- Techniques intended to single out and humiliate individual children such as the “naughty chair” will not be used.
- Children who misbehave will be given one-to-one adult support in seeing what was wrong and working towards a better pattern of behaviour.
- Where appropriate, and where the child is at least two years old, this might be achieved by a period of “time out” with adult supervision. The length of “Time out” will reflect the child’s age, for example:

2 years old = 2 minutes,  
3 years old = 3 minutes,  
4 years old = 4 minutes.

An egg timer will be used to provide a visual aid and ensure the correct timing is used.

- Staff, in discussion with parents, will introduce a behaviour ABC observation chart and a behaviour care plan to record, monitor and develop strategies when named children are identified as displaying sustained undesirable behaviour. This approach will ensure consistency amongst staff and parents; and will identify patterns within the said behaviour.
- In cases of serious misbehaviour, such as racial or other abuse, the unacceptability of the behaviour and attitudes will be made clear immediately, but by means of explanations rather than personal blame.
- In any case of misbehaviour, it will always be made clear to the child or children in question that it is the behaviour and not the child that is unwelcome.
- Adults will not shout, or raise their voices in a threatening way.
- Adults in the Nursery will make themselves aware of, and respect, a range of cultural expectations regarding interactions between people.
- Any behaviour problems will be handled in a developmentally appropriate fashion, respecting children's level of understanding and maturity.
- Recurring problems will be tackled by the whole Nursery, in partnership with the child's parents, using objective observation records to establish an understanding of the cause.
- Adults will be aware that some kinds of behaviour may rise from a child's special needs.
- Physical intervention will not be used unless the child, other children or adult are in immediate danger of personal injury or death. If physical intervention is used to prevent injury this must be recorded on an incident form and reported to parents on the same day.
- Staff will feed back to parents in a sympathetic manner at the end of the day, any behaviour incident that has been dealt with by nursery during that day. Staff will ensure their feedback includes that they have dealt with the situation at the time.

The named person responsible for behaviour management issues is the Manager, Alison Bishop.

This policy was adopted at the Staff Meeting held in May 1997 and was adopted by the Nursery Management meeting held in May 1997. It was updated in May 2010 and agreed at the staff meeting held on 20<sup>th</sup> May 2010. This Policy was reviewed in May 2015.

Signed on behalf of the Nursery/Playscheme:

Date: 7/05/15

Nursery Manager:

Reviewed May 2015

Next Review Date: May 2016