

Behaviour Management Policy

At Babraham Nursery we believe that both children and adults flourish best in an ordered environment where everyone knows what is expected of them. Children, Parents and Staff have the right to co-exist in an environment whereby they feel valued as individuals, without fear of hurt, hindrance or prejudice from anyone else. We aim to work towards an atmosphere of mutual respect for one another, where children can freely grow and develop, developing their ability to regulate their emotions, urges and actions, with the ultimate aim of helping children to establish self-discipline.

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.

It is therefore the role of the adults within the setting to not only encourage positive behaviour but to role model expected behaviours too. By displaying common courtesy, friendliness and care to one another, adults are building up a picture and expectation of social behaviour in a child's mind.

It is also necessary to ensure that both children and adults have a clear idea of what is expected of them. In order to do this rules are formulated in order to outline these expectations.

- Rules governing the conduct of the group and the behaviour of the children will be clearly outlined. All newcomers both adults and children should be made aware of these set of rules.
- Children aged three and above will formulate their own set of agreed rules which will be displayed and regularly peer reviewed
- Adults will praise and endorse desirable behaviour shown by children in line with the rules.
- We will take positive steps to avoid situations in which children receive attention only in reaction to undesirable behaviour
- The rules will be at the forefront of practice and children and adults alike will be reminded of the rules, where appropriate, to maintain clear expectations.

When children behave in unacceptable ways:

It is important that all adults caring for children at Babraham Nursery ensure that the approach in dealing with unacceptable behaviour is consistently applied in order to maintain a clear expectation of behaviour. This in turn enables children to have the security of knowing what is expected of them and of those around them. Children will also develop an understanding of consequences to their actions, knowing what to expect when rules are broken.

- Corporal punishment, such as smacking or shaking, will neither be 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
- Children's behaviour may simply be dealt with by re-direction to alternate activities, alongside an open dialogue of the behaviour.
- Redirection may not be appropriate or effective in particular situations. Therefore where appropriate, and where the child is at least two years old, this might be alternatively

achieved by a “cool off” period with adult supervision, whereby the child will be moved away from ongoing activities to calm and reflect. The length of this “cool off” 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 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 explanation 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 remain calm, approaching the child or children at their level.
- Raised voices will only be used in order to keep children safe.
- Threats of any kind will not be used to obtain desirable behaviour, instead, where appropriate, children will be given choices or explanations as to why a pattern of behaviour is required of them.
- 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. Circumstances surrounding the child’s behaviour will also be taken into consideration upon adult intervention.
- 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 only be used for the purpose of averting immediate danger or personal injury to any person (including the child), to avert damage to property or to manage a child’s behaviour if absolutely necessary and as a last resort. We keep a record of any occasions where physical intervention is used and inform parents on the same day.
- Physical restraints may only be used for the sole purpose of ensuring the health and safety of children in our care. Such as; in cases of children sleeping outside in the prams, children are placed into reins to ensure they are not at any risk of injury from falling.
- Staff will feed back to parents in a sympathetic manner at the end of the day, any instances of misbehaviour that have been dealt with at nursery during that day. Staff will ensure that their feedback includes how they have dealt with the situation at the time.

This policy has been adapted from a previous Behaviour Management policy and was shared with and agreed by the staff team in January 2019.

Date: June 2020

Signed (Head of Nursery)