



## **Bright Start Day Nursery Behaviour Management Policy**

We believe that children and adults flourish best in an ordered environment in which 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:**

- Rules governing the conduct of the group and the behaviour of the children will be discussed and agreed with the Nursery and explained to all newcomers, both children and adults.
- All staff 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 staff will provide a positive role model for the children with regard to friendliness, care and courtesy.
- Staff in the Nursery will praise and endorse desirable behaviour such as kindness and willingness to share.
- We will take positive steps to avoid a situation in which children receive adult attention only in return for undesirable behaviour.
- Negative behaviour – Most children at certain stages of development demonstrate behaviour that is negative. Children may demonstrate negative behaviour verbally or physically e.g. Biting / swearing. We recognise that children may display negative behaviour due to the fact that they are still exploring their emotions and understanding of what is socially accepted.

### **When children behave in unacceptable/negative way:**

- Physical 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 behave in an unacceptable/negative way will be given one-to-one adult support in seeing what was wrong and working towards a better pattern of behaviour.



- Where appropriate this might be achieved by a period of “time out” with an adult.
- 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 unacceptable/negative behaviour, 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.
- Staff will not shout, or raise their voices in a threatening way.
- Staff in the Nursery will make themselves aware of, and respect, a range of cultural expectations regarding interactions between people.
- If behaviour results in an injury to another child/adult e.g a bite or damage to property, the incident should be recorded in the accident / incident book.
- Any behaviour problems will be handled in a developmentally appropriate fashion, respecting individual children’s level of understanding and maturity.
- Recurring problems will be tackled by the Nursery, in partnership with the child’s parents, using objective observation records to establish an understanding of the cause. An ABCC Form will be used to record to look for any patterns to these behaviours. Parents will be invited to a meeting and an appropriate action plan will be decided together. If the situation persists, outside agencies may be contacted to offer constructive, confidential advice.
- Staff will be aware that some kinds of behaviour may arise from a child’s special needs and appropriate support/arrangements will be agreed with parents.
- Bullying – Staff recognise that on occasions children may be the victim or perpetrator of bullying. Staff should ensure that comfort is provided to the victim of bullying. The child’s parents should be informed and offered support, ensuring anonymity of children involved. Staff should sensitively manage a child who is bullying and acknowledge the child’s stage of development/understanding whilst ensuring the inappropriateness of the behaviour/actions are made clear. Staff should inform parents, maintaining confidentiality and offering support.
- Staff training – The designated person for behaviour management should update their training regularly and inform the nursery team of any developments. All staff will follow the PATHS Programme (Promoting Alternative Thinking Strategies) to support the development of children’s social and emotional wellbeing.



Rule About	Covers	Example
<b>Movement</b>	Movement in and around the room Chairs/equipment.	Walking Feet Help each other to 'tidy up'.
<b>Communication</b>	Working noise Hurtful language	Quiet voices indoors. We use kind words.
<b>Treatment</b>	The way we treat one another Manners	We say 'please' and 'thank you' to each other We use kind hands
<b>Safety</b>	Use of equipment Safe behaviour	We help each other. We take care of each other and our toys.
<b>Problem Solving</b>	The way we deal with problems between each other	Using kind hands with our friends. Saying sorry. Give them a hug.
<b>Learning</b>	The way we learn in our room How to get the adults attention/ assistance Co-operation between children	Listen to others' ideas. Look kindly at other children's work. Wait your turn. Calm waiting