



Policy statement: Supporting & Understanding Children's Behaviour

Our Named Person responsible for Behaviour Management is Louise Otty, Katherine New and Amy Davies

*"Providers are responsible for managing children's behaviour in an appropriate way."
Statutory Framework for the EYFS 2024 (3.58)*

At Fledglings, we provide a happy, nurturing and safe environment supported by positive adult role models who encourage the children to develop socially which will help them be accepted and welcome in society as they grow up.

Louise, Katherine and Amy are all experienced and passionate about best supporting children's emotional needs and ensuring all staff have a good understanding of developmental levels/expectations and how to support children who may display challenging behaviours. We work closely with parents to support children, sharing strategies, and providing additional one-to-one time for the child if they are in need of extra emotional support.

Procedure for Behaviour Management

To promote positive behaviour we have implemented the following:

- Nursery staff, keep up to date with behaviour management issues and relevant legislation by taking regular training and have access to relevant publications such as The Early Years Educator. In addition, the nursery team will reflect on any behaviour management needs to provide an opportunity for staff to reflect and offer supporting strategies. Furthermore, all new staff (as part of their induction), discuss the behaviour and self-regulation policy and procedures to ensure they understand the nursery ethos and commitment to supporting children's emotional needs.
- Nursery staff will not administer physical punishment, cause pain, discomfort, humiliate or hurt any child in their care. Parents are asked not to smack their children or shout at them whilst on nursery property to ensure consistency for all children.
- The Nursery endorses positive discipline as an effective way of setting boundaries for children.
- The Nursery, expect parents to inform staff of any changes in the child's home circumstances, care arrangements or any other change which may affect the child's behaviour such as a new baby, parents' separation, divorce, new partner or any

bereavement. All information shared will be kept confidential unless there appears to be a child protection issue.

- Nursery Staff, work together with parents to make sure there is continuity in the way the children are cared for. A consistent approach benefits the child's welfare and helps ensure that the child is not confused. Staff offer regular review meetings with parents to discuss their child's care and any issues or concerns, preferably when the child is not present.
- Staff will only physically intervene, and possibly restrain, a child to prevent an accident, such as a child running into the road, or to prevent an injury or damage. Should this be necessary the member of staff involved, will record any instances of physical intervention in writing an incident form. This is shared with parents on the same day, or as soon as reasonably practicable.
- Staff record all significant behaviour incidents in an incident book. These are discussed with the parents of the child concerned so that together we can work to resolve any behavioural issues and share strategies.
- Staff acknowledge the strength and range of children's feelings and try to help children to find constructive solutions for managing these
- Staff encourage responsibility by talking to children about choices and their possible consequences.
- Staff aim to be firm and consistent so that children know and feel secure within the boundaries we set.
- Staff observe children closely and provide for their individual needs using their 'Next Steps' planning sheet.
- Staff will respond positively to children who constantly seek attention or are disruptive.

Techniques intended to single out and humiliate individual children such as a "time out" will not be used.

Staff will make themselves aware of and respect a range of cultural expectations regarding interactions between people.

Staff will help children maintain their self-esteem by showing they disapprove of challenging behaviour, not the child themselves.

In cases of serious misbehavior, such as racial, bullying or other abuse, the unacceptability of the behaviour and attitudes will be made clear immediately, but by means of explanations rather than personal blame. Parents will be informed.

If staff have concerns about a child's behaviour which cannot be resolved in partnership with parents, the nursery owner/manager, will ask for permission from the parents to talk it through with another childcare professional. If agreed, they may contact the child's health visitor or the local early years team (or other relevant advice service) for confidential advice.