



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.

To achieve this:

- All adults in the Nursery will ensure that the nursery rules with regards to behaviour 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 about 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 a situation in which children receive adult attention only in return for undesirable behaviour.
- Children who misbehave will be given one-to-one adult support in seeing what is wrong and work towards a better pattern.
- Where appropriate this might be achieved by a period of "reflection time" 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 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 individual children's level of understanding and maturity.
- Recurring problems will be tackled by the Nursery, in partnership with the child's parents / carers, using objective observation records to establish an understanding of the cause.
- Adults will be aware that some kinds of behaviour may arise from a child's additional support needs.

Intervention and Physical Restraint – Policy and Practice

In the unlikely event that the above behaviour management policy failed, and a child's behaviour requires physical intervention, the procedure outlined below would be implemented.

- Whatever the incident, physical punishments, or the threat of them, are not used.
- When possible, adults will aim to distract and re-direct the child's attention.
- Adults will not use any form of physical intervention, e.g. holding, unless it is necessary to prevent personal injury to the child, other children, an adult or serious damage to property.
- Where physical intervention is appropriate, this will be achieved with the minimum force and for the minimum time.
- Any such incident is recorded, and the parents/carers informed of the incident on the day.