

## **Butterflies Childcare Behaviour policy**

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The named person for managing behaviour is Clare Amey and she will be responsible for:

- Advising and supporting other staff on behaviour issues
- keep up to date with legislation and research relating to behaviour
- Support changes to policies and procedures in the nursery
- Access relevant sources of expertise where required and act as a central information source for all involved
- Attend regular external training events, and ensure all staff attend relevant in-house or external training for behaviour management.

### **Why we have a behaviour code**

This code of behaviour is there to make sure everyone who takes part in our activities knows what is expected of them and feels safe, respected and valued. At Butterflies Childcare we promote the development of a sense of right and wrong by teaching your child the appropriate way to act and discouraging unacceptable behaviour.

Children need to learn to consider the views and feelings, needs and rights, of others and the impact that their behaviour has on people, places, and objects. This is a developmental task that requires support, encouragement, teaching and setting the correct example.

### **Promoting Positive behaviour**

For children to follow and co-operate with routines and “expected behaviour” we need to promote positive behaviour by:

- Being a good role model
- Being consistent
- Positive reinforcement
- Giving children a chance to change their behaviour
- Encouraging sharing and negotiation
- where possible, ignore unwanted behaviour and focus on praising the wanted behaviour instead;

- Using positive body language- do not stand over children, come down to their level etc.
- Create a positive and stimulating environment with age appropriate and challenging activities

We require all staff, volunteers and students to use positive strategies for handling any inconsiderate behaviour, by helping children find solutions in ways which are appropriate for the children's ages and stages of development.

Such solutions might include, for example, acknowledge of feelings, explanation as to what was not acceptable, and supporting children to gain control of their feelings so that they can learn a more appropriate response. Staff in the setting will:

- Sensitively intervene at the time of conflict to establish the cause of upset.
- Talk to the children involved to gauge their feelings and reactions to the situation.
- Ask each child how they feel and how the other must be feeling so that both may realise that it is not just one person involved.
- In younger children who are not yet able to reason diversionary tactics, distraction would be used at this time.
- Where possible staff will anticipate and defuse difficult situations before disagreements arise that children might find hard to handle.
- Staff will support children to regulate safely and on occasion have a plan in place for individual children that may need extra help.
- Staff will teach children how to use the sand timer for turn taking.
- Staff will give children positive, clear instructions.
- Use visual aids or reminders of golden rules so children are clearly aware of expectations
- We will use "reflective time" and "calming time" as a positive method of time out from the situation.
- **We will never segregate a child from the group or use physical punishment or humiliation.**

If all the above have been tried consistently and there is still a need for modification of behaviour, the following methods will apply:

- Whilst reassuring the child that it is the behaviour which is unacceptable and not the child, firm guidance will be given should the unacceptable behaviours arise again.
- At all times praise is freely given to the child at the slightest sign of positive change in behaviour .
- During this period the Manager or key person will talk with the parent/carer to inform them of the situation and to ask if they are experiencing similar difficulties.
- Advice will be given if it is needed regarding help from outside agencies. e.g. SENDco, Health Visitor or GP.
- A record will be kept of incidents which occur, and daily written observations made to learn what the trigger cause was.
- We will use ABC (Antecedent, Behaviour, Consequence) forms to ascertain if there is a pattern, trigger, frequency, what happens before and after.

If a child sustains any physical injury or is distressed through another child's behaviour, Both sets of parents/carers will be informed of the incident in a sensitive and supportive way. The incident will be recorded. We will respect confidentiality and names of the children will not be shared with the parents.

### **Parent/carer involvement**

Working in partnership with our parents/carers is integral to the success of this behaviour policy. For it to work in practice, their contribution is vital.

We will achieve this by:

- Sharing the expectation of behaviour through informal and formal discussions with individuals and group of parents/carers.

- Talking to individual parents/carers about all aspects of all their child's behaviour daily, as well as at regular parent meetings
- Being fair, non-judgmental and consistent when discussing children's behaviour with parents/carers
- Providing extra support for parents/carers to help manage children's challenging behaviour e.g. through outside agencies

We hope parents/carers will feel able to:

- Inform us of any relevant changes to their circumstances which may affect their child's behaviour , e.g., new baby, moving to a new house, bereavement, divorce, separation, or hospitalization etc.
- Re-enforce expectations of positive behaviour by talking to their child at home
- Actively support staff by implementing positive behaviour strategies.

Our overview of behaviour policy is included as part of our 'Parents Information Book' which is given out at enrolment. A full copy of the policy can be found in the preschool office and on the website.

If a child is demonstrating a pattern of inappropriate behaviour then the parents/carers will be informed on the day and if this is persistent the parents may be invited in on a regular basis to discuss their child's behaviour and agree a course of action.