

## **Behaviour Management/Discipline Policy**

We believe that children and adults flourish best in an 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 within the nursery and explained to all newcomers, both children and adults.
- ❖ All adults 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 adults will be a positive model for the children with regard to 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.
- ❖ We make parents aware that the nursery rules and procedures regarding unacceptable behaviour are adhered to, whether the parent is there or not. Consistency is important and children need to be aware that boundaries set in the setting are carried out at all times.

We support the Children's Act 1989 guidelines on behavior and sanction. Namely that the sanction applied in the case of unacceptable behavior must take account of the age and stage of development of the child, respecting individual children's level of understanding and maturity. The action taken must be fair, relevant and explained to the child.

### **When children behave in unacceptable ways:**

- ❖ 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 a 'naughty chair' will not be used.
- ❖ Children who display unacceptable behaviour will be given one-to-one adult support in seeing what was wrong and working towards a better behaviour pattern. Where appropriate this might be achieved by a period of 'time out' with a timer 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 unwanted 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.
- ❖ 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.
- ❖ The manager on duty will privately ensure that the parents/carers are fully informed of the unacceptable behaviour, and of the actions taken.

- ❖ Reoccurring problems will be tackled by the whole nursery, in partnership with the child's parents/carers, using objective observation records (ABC chart) to establish an understanding of the cause and a plan of action will be made.
- ❖ All staff members will be aware that some kinds of behaviour may arise from a child's special needs and circumstances and will be discussed in partnership with the parents and the nursery's SENCO and DSL.
- ❖ Physical restraint will not be used.
- ❖ There will be zero tolerance to bullying (such as verbal and emotional abuse or threats and physical intimidation).
- ❖ As professionals, we adopt a positive approach to our work and would hope to be able to turn a difficult situation around and persevere in the best interest of the child/children in our care.
- ❖ Under very extreme circumstances, however, it may unfortunately be necessary to ask a child to leave our care, if this is in the best interest of the child and other children in the nursery. This action will only take place after every effort has been taken to work in close partnership with the parents and any other professionals that may become involved.

**It is the behaviour NOT the child that is not welcome.**

**We will work with the child and their family to find a solution to challenging behaviour.**