



Kiddie Kapers Nursery & Little Rays 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.

This Policy defines the approaches used, and those which may NOT be used, in respect of promoting positive behaviour:

- Nursery Staff believe in the strong promotion of children's good behaviour through the acknowledgement and praise of positive, considerate and caring attitudes and actions. Staff encourage self-discipline, consideration and respect for others and for the property, facilities and surroundings of the nursery setting.
- The nursery promotes these values by treating children with respect and through leading by example. Staff act in a caring and considerate manner towards each other, and to offer strategies for handling any conflict. It is considered that in this way children will develop a positive attitude for the future and promote their independence.
- 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.
- Adults in the nursery will help the children to challenge bullying behaviour appropriately.
- 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.
- Where a child acts inappropriately, their actions, and their possible consequences, are discussed with them in a calm and reasoned manner by a member of the nursery Staff. Where appropriate the child is encouraged to apologise to the staff member or other child, if they are able to understand the concept.
- Where inappropriate behaviour persists then the following measures are applicable:
 - i. The child is removed from the group for a short period of 'time out' with an adult, to enable them to think about on what he/she has done with a member of staff. Such measures are conducted sensitively and thoughtfully. They will be given one-to-one adult support in seeing what was wrong and how to cope more appropriately
 - ii. The ethos of the nursery is to ensure that the child is reassured that it is the behaviour, and not them, that is inappropriate. It is the policy of the nursery that the word "naughty" is not used.
 - iii. If inappropriate behaviour still persists, the parents/carers will be informed as part of the nursery's policy of on-going Partnership with Parents. The behaviour issues are discussed

openly and frankly to try and determine any underlying cause, such as problems at home, change in domestic environment etc. The objective is to address any difficulties with a common approach with parents/carers.

- Children will never be sent out of the room by themselves.
- Physical or emotional punishment, such as smacking, shaking, humiliating, or shouting in a threatening manner, will be neither used nor threatened.
- Techniques intended to single out and humiliate individual children such as the “naughty chair” will not be used.
- Physical restraint of a child will ONLY be used where, in the judgement of nursery staff, there is a real or potential danger of injuring himself/herself, or others, or seriously damaging property. In such cases restraint will be limited to holding the child until the immediate danger has passed, while talking to the child in a calm and reassuring way. Restraint will be released as soon as it is deemed safe to do so.
- In all cases, records are made of any occasion where restraint has been required, and/or where parental involvement has been necessary to resolve behaviour problems. On a broader basis, the Business Manager will review these records on a regular basis to determine whether any adverse trends are apparent and if so what action is required.
- In cases of serious misbehaviour, such as racial or other abuse and bullying, the unacceptability of the behaviour and attitudes will be made clear immediately, but by means of explanations rather than personal blame
- 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 whole nursery, together with parents, 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 special needs.

This policy will be reviewed regularly at least annually to ensure it is relevant, is serving the interests of children their families and our staff.