

## **BEHAVIOURAL MANAGEMENT POLICY 2015**

This policy has been written following the Early Years Foundation Stage Statutory Framework guidelines.

### **Our expected daily standards**

Toots nursery provides the children with a warm, caring environment in which to experiment, play and learn with staff supervision and inter-action. Our aim is for staff to provide a positive role model for children to follow whilst setting clear boundaries so that the children understand the behaviour which is expected of them.

The boundaries will be set according to the children's age, level of understanding, personal skills and familiarity with the nursery. We encourage the children to develop independently and feel happy and comfortable about themselves. This will enable them to take an active part both in the nursery and community at large.

We expect our staff to focus on good behaviour and provide positive responses ie; praise and rewards to encourage co-operation and friendship. The staff will encourage the children to share toys, ideas, experiences and trying to relate their feelings etc. Children's contributions will be valued to help develop independence and high self-esteem. Any inappropriate remarks by the children will be challenged in a thoughtful way to help them understand the effects their behaviour can have on others. This also helps the children to form their own arguments if facing difficult situations such as bullying or name-calling. Management will provide staff support and training where appropriate. Children who are not yet able to have meaningful discussions are handled according to their understanding.

Individual incidents which cause concern eg: a deep bite, must be recorded on an accident form, checked by management and mentioned to the parent in context. In cases where a child appears to develop a pattern of undesirable behaviour this will initially be discussed between the key-worker and Behavioural Management Advisor (who is also the SENCO) and with the parents. A plan of action will be decided. If the behaviour does not improve we may ask the parents permission to obtain further advice and support.

### **Dealing with difficult behaviour**

Every situation must be individually assessed and action taken accordingly following these guidelines. The children must not be subjected to any form of physical punishment, verbal abuse or humiliation. Raised voices are only acceptable when the sole intent is to prevent an accident eg: a child across the room is about to do something that may cause harm to themselves or others. Safety is the key issue in all situations and a quick assessment of the action required must be made to prevent injury to the child or others. This might involve lifting a child to a safer position or separating children involved in a physical dispute. Unnecessary force must not be used and staff should be careful how they handle children even in emergencies. If an individual child is disrupting an activity s/he should be encouraged to co-operate. If the disruption continues and impedes on other children's enjoyment, a member of staff will sit with that child within the group or alternatively they may be removed from the group for a brief period and directed to other activities.

**Behaviour management / SENCO: Towera Jere/ Angela Duffell**