

## Oaks Nursery Behaviour management policy

The Oaks Day Nursery aims to provide an environment in which there is acceptable behaviour from both children and adults, and where children learn to respect themselves, other people and their surroundings. We try to understand why children behave the way that they do. Our young children are developing personally, socially and emotionally and we support all children in this by meeting our responsibilities within the Early Years Foundation Stage framework (2012)

Children are supported in understanding their emotions, actions and consequences of behaviour in a way that is emotionally and developmentally appropriate. Every child will be supported in meeting their needs, regardless of any additional or special requirements, as identified in our SEN Code of Practice policy-this also incorporates the requirements of Disability Discrimination Act.

We will work in partnership with parents in managing a child's behaviour consistently and openly.

### Nursery procedures

- All practitioners are responsible for raising any concerns about children's behaviour, initially reporting to the SENCO Cathy Shaw.
- The SENCO will carry out observations or assessments after discussions with the key person.
- Nursery Manager and SENCO will consult over any incidents that are of a serious nature, and may call on the advice and support of the Cluster SENCO.
- Nursery Manager and Deputy will ensure that staff have access to regular behaviour management training.
- Staff will be encouraged to keep up-to-date with legislation, research and thinking on handling children's behaviour.
- Senior staff will familiarise new staff and volunteers with the nursery's behaviour policy and guidelines.
- Staff will only use physical restraint as a last resort to prevent a child from injuring themselves or other children/adults. Following any physical intervention health and safety procedures will be invoked and this may include undertaking further risk assessments.
- Staff will have due regard to Safeguarding Children Policy when dealing with behaviour situations.
- We promote systems that put the children and family at the centre of all communications, any complaints are handled following our complaints and allegations processes.
- Copies of this policy to be given to all staff, students or volunteers.
- Staff will sign confirmation of receipt of policy and its contents.

### **Expectation of all adults within the nursery**

- All staff, volunteers and students to be positive models by treating children, parents, colleagues and all others within the nursery with friendliness, care, courtesy and respect.
- All practitioners, students or visitors in The Oaks Day Nursery are to adhere to the procedures, strategies and expectations outlined in this policy, and to be consistent in their application.
- All practitioners, students or visitors will recognise that codes for interacting with other people vary between cultures.

### **Strategies**

It is not acceptable to use physical punishment, and we aim to create a framework for managing children's behaviour by making our expectations clear to children and parents.

Adults will:

- Provide children with warm and nurturing relationships.
- Give children time to respond to instructions or requests.
- Praise and endorse desirable behaviour such as kindness and willingness to share.
- Handle any conflict positively by helping children find solutions in ways which are appropriate for children's ages and stages of development. For example; distraction, praise and reward.
- Pre-empt conflicting situations by providing duplicate toys or equipment.
- Help children identify unacceptable behaviour and promote ways to help them cope more appropriately.
- Model language, both speech and body. Including; mime, gestures and signs.
- Facilitate teaching co-operation and interaction such as turn taking and learning how to wait.
- Acknowledge children's feelings by verbalising their unhappiness or excitement.
- Avoid creating situations in which children receive adult attention only in return for undesirable behaviour.
- Never socially isolate children.
- Not shout or use raised voices in a threatening way in response to children's behaviour.
- Provide a private, safe place for a child to regain a sense of calm and control.
- Use observations as a tool to identify activities or parts of the nursery day that may be causing a child's difficulties, and to instigate any changes flexibly.

### **Partnership with parents**

- Staff will discuss any areas of concern regarding children's behaviour with parents as soon as it is appropriate to do so.
- Details of any events, including bullying and restraint situations, are recorded by a staff member on an incident form. This is shared with the parents and if appropriate, a plan will be put into place for handling the child's behaviour.
- Observational records may be used ascertain the cause of the behaviour, staff will consult parents on their findings.
- Staff will provide support to parents in managing children's behaviour whilst outside of the nursery environment, explaining the need for boundaries and consistency.

**Adopted on: February 2009**

**Signature:**

**Name:**

**Job title:**

**Policy to be reviewed annually.**