



Behaviour Management Policy

West Byfleet Nursery believes that all children flourish when they know how they are expected to behave and that they should be free to play without the fear of being hurt or unfairly restricted by anyone else.

We aim to promote positive behaviour that supports each child's welfare and development.

In order to accomplish this we will:-

- Have experienced staff who have thorough knowledge and understanding of child development and responsibility for promoting positive behaviour
- Staff will attend training and keep up to date with legislation and research on handling children's behaviour.
- They will share up to date knowledge with all team members via staff meetings and informal discussions
- All staff, students or volunteers are expected to positively and consistently encourage children to respect themselves and others in a secure positive environment. These expectations are part of the staff code of conduct.
- All staff, students or volunteers use positive strategies for conflict resolution by helping children to understand and find solutions to their problems, taking into account the child's individual developmental stage
- We praise and encourage children who show desirable behaviour such as kindness to their peers and willingness to share amongst the group
- Children may need visual prompts to reward good behaviour in which case the child will have a chart with stickers or stamps
- If a child's behaviour is consistently unacceptable, we will put in place a behaviour management plan to look for patterns in the child's behaviour and to accurately record instances of unacceptable behaviour.
- We will work in partnership with the children's parents to ensure the aims and objectives of the child's behaviour plan is working at home and at nursery
- We will support parents to use positive behaviour strategies to support their child's behaviour
- We manage children's unacceptable behaviour in ways which are appropriate to their ages and stages of development, i.e. by distraction, negotiation or by drawing the child away from the situation and giving them some space and time to reflect on the consequences of the behaviour
- We help the children to cope with new situations by offering alternative strategies, e.g. buddy system
- We will never humiliate, segregate, withhold food or use a 'naughty' chair in managing children's behaviour as this is detrimental to their developing self esteem
- We will always reassure a child that they are valued as individuals even if their behaviour is sometimes unacceptable. We will do this by talking about the behaviour and the effects of this behaviour. We will not label any child as 'naughty'

- Corporal punishment is NEVER used and any Early Years Practitioner who does not comply with this statutory requirement will be committing an offence and reported accordingly with immediate suspension. We do not use physical punishments or the threat of them.
- We help and encourage children to be responsible, for example tidying up or creating own rules and acceptable boundaries, looking after their own environment
- Physical intervention is only used to manage a child's behaviour if it is absolutely necessary to prevent personal injury to a child or an adult, and / or to prevent serious damage to property or in, what would be regarded as, exceptional circumstances.
- Any occasion where physical intervention, such as holding, is used, this will be recorded on an incident form and parents will be informed on the same day. The record will include the child's name, the name of the staff member dealing with the incident, the nature of physical intervention used, and the name of a witness. Any injuries that may have occurred to anyone during the incident must also be documented and any further actions to be taken. A parents signature must be obtained
- We do not shout or raise our voices in a threatening way to the children
- In extreme circumstances outside agencies will be called upon for support

Bullying

West Byfleet Nursery defines bullying as the persistent, verbal, emotional, psychological or physical abuse of another child or adult. We do not tolerate any form of bullying by either a member of staff or a child

- we will intervene to stop the child harming the other child or children
- we give reassurance to the child or children who have been bullied
- we address the group as a whole on the importance of being friends and being kind
- we explain to the child why their behaviour is not acceptable
- we encourage the child to understand the impact their behaviour has had on other children
- when a child has been bullied we share what has happened with their parents and we reassure the parents that both children involved will be supported to adopt positive behaviours promoting the welfare and wellbeing of all the children.

If an adult bullies another person:

- if a staff member bullies another person, being a child or an adult, our Disciplinary Procedure will be followed
- if a parent or visitor behaves in an inappropriate way they will be asked to leave the premises and a written record of the incident will be kept
- in the event that a matter cannot be resolved then the Complaints Procedure should be followed

Signed: Ruth Claydon Date: 24th October 2019 Review: October 2020