



Behaviour management policy

Our nurseries believe that children flourish best when they know how they are expected to behave. Children gain respect through interaction with caring adults who show them respect and value their individual personalities. Positive, caring, and polite behaviour will be encouraged and always praised in an environment where children learn to respect themselves, other people and their surroundings.

Children need to have set boundaries of behaviour for their own safety and the safety of their peers. Within the nursery and out of school we aim to set these boundaries in a way, which helps the child to develop a sense of the significance of their own behaviour, in their own environment and for those around them.

Restrictions on the child's natural desire to explore and develop their own ideas and concepts are kept to a minimum.

We aim to:

- * Recognise the individuality of all our children
- * Encourage self-discipline, consideration for each other, our surrounding and property.
- * Encourage children to participate in a wide range of group activities to enable them to develop their social skills.
- * Work in partnership with parents / carers by communicating openly.
- * Praise children and acknowledge their positive actions and attitudes therefore ensuring that children see that we value and respect them.
- * Promote non-violence and encourage the children to deal with conflict peacefully.
- * Be part of key worker system enabling staff to build a strong and positive relationship with children and their families.
- * In any case of misbehaviour, 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.
- * Ensure that if any form of manual or physical contact is required during a situation where a child's behaviour is deemed as unsafe to their self and those around them.
- * How a particular type of behaviour is handled will depend on the child's age and level of development and their circumstances surrounding the behaviour. It may involve the child being asked to talk and think about what he or she has done. It may also include the child apologising for their actions

* Parents will be informed if their child is unkind to others or if their child is upset.

Our nurseries do NOT use any form of physical or corporal punishment. We don't allow any staff member to use or permit smacking or shaking. In general children misbehaving will be told firmly using eye contact. Staff within the nursery will then redirect the child/ren towards alternative activities. Discussions with children will be distracted from the negative situation and supported in a different activity or environment, if necessary for their own wellbeing and that of the others in the group.

We recognise that codes for interacting with other people vary between cultures and staff are required to be aware of this and respect those used by members of the nursery. Nursery rules are concerned with safety and care and respect for each other. Children who behave inappropriately by physically abusing another child or adult or through verbal bullying will be required to talk through these actions and apologise where appropriate. The child who has been upset will be acceptable. It is important to acknowledge when a child is feeling angry or upset and that it is the behaviour, we are rejecting not the child.

Anti bullying

Children need their own time and space. It is not always appropriate to expect a child to share, and it is important to acknowledge children's feelings and to help them understand how others might be feeling. Children must be encouraged to recognise that bullying, fighting, hurting and discriminatory comments are not acceptable behaviour. We want children to recognise that certain actions are right and that others are wrong. Bullying takes many forms it can be physical, verbal or emotional, but it is always a repeated behaviour that makes other people feel uncomfortable or threatened.

Any form of bullying is unacceptable and will be dealt with immediately. At all our nurseries staff follow the guidelines below to enable them to deal with challenging behaviour:

* Staff are encouraged to ensure that all children feel safe, happy, and secure

* Staff are encouraged to recognise the active physical aggression in the early years is part of the child's development and that it should be channelled in a positive way

* Children need to be helped to understand that using aggression to get things is inappropriate and will be encouraged to resolve problems in other ways

* Our staff are encouraged to adopt a policy of intervention when they think a child is being bullied, however mild or harmless it may seem

* The staff are ready to initiate games and activities with children when they feel play has become aggressive both indoors and out

* Any instance of bullying will be discussed fully with the parents involved to look for a consistent resolution to the behaviour

* If any parent has a concern about their child a member of staff will be available to discuss those concerns. It is only by cooperation that we can ensure our children feel confident and secure in their environment both at home and in nursery and out of school. (a parent conversation form will be filled in, and a staff member will record anything that is said by parent and themselves)

By positively promoting good behaviour, valuing cooperation, and a caring attitude we hope to ensure that children will develop as responsible members of society.

This policy was adopted on:	Signed on behalf of the nursery:	Date for review
April 2021	Claire Smith	April 2022
April 2022	Vicky Sheard	April 2023
April 2023	Vicky Sheard	April 2024
January 2024	Rebecca Barron	January 2025
January 2025	Rebecca Barron	January 2026
March 2026	Zoe Goodchild	March 2027