

Behaviour Management Policy

At Grayswood Nursery School we believe that children and adults function best in an ordered environment in which everyone knows what is expected of them. Children should be free to develop their play and learning without fear of being hurt or hindered. We aim to work towards a situation in which children can develop self-discipline and self-esteem in an atmosphere of mutual respect. Penny Gibbs is Behavioural Management lead and responsible for supporting staff in implementing this policy. In order to achieve this:

1. Guidelines for conduct and behaviour will be discussed and agreed within the nursery with staff and committee members and new staff will be advised of these guidelines during their induction process.
2. All adults working in the nursery will apply the rules consistently so that the children have the security of knowing what to expect.
3. All adults will provide a positive role model for the children with regard to friendliness, respect, care and courtesy.
4. Adults will praise and endorse desirable behaviour.
5. Adults will avoid giving attention only in return for undesirable behaviour.
6. No physical punishment will be used, or physical punishment be threatened, in the nursery.
7. If physical intervention by a member of staff is absolutely necessary to prevent injury, a record will be kept in the incident file and the parents informed on the same day as the incident occurs. The record will include name of child and staff member concerned, date/time and location of the incident, nature of intervention, names of any witnesses and details of any injuries. The parents would be required to sign the record and a discussion of any further action would take place.
8. Children will only be taken out of the room if it is appropriate to remove them from the situation for their benefit or others, and will at all times be accompanied and supported by nursery staff and the incident reported to the parent/carer.
9. Children who repeatedly misbehave will be given one-to-one adult support in working towards a better pattern.
10. Where appropriate, a period of 'time out' will be used. This will consist of being sat on a chair in the room for a timed period - one minute per year of age i.e. three minutes for three years.
11. Serious misbehaviour, such as being physically aggressive to another child or damaging property, will be dealt with by explanations as to why it is unacceptable. This will be made clear immediately such behaviour occurs.
12. Adults will not shout or raise their voices in a threatening way. They will talk to the child about their behaviour and help them understand the consequences of their behaviour whilst acknowledging the child's feelings and offering support to the child by teaching them ways to deal with their feelings.
13. Adults will be aware of, and understand, an individual child's development stage and factors that may impact behaviour such as tiredness, hunger, emotional needs, and monitor consistent changes which may be linked to safeguarding/child protection concerns.

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14. Adults will be aware of, and respect, different cultural expectations regarding interactions between people.
15. Persistent or recurring behaviour problems will be tackled by the whole nursery in partnership with the child's parents/carer using objective observation records to establish an understanding of the cause.
16. Adults will be aware that some kinds of behaviour may arise from a child's special needs.
17. This policy has been developed with reference to the Statutory Framework for the Early Years Foundation Stage 2012 page 23 points 3.50-3.52 and it is our legislative responsibility to ensure that the above applies to all staff, volunteers, parents and carers.

Managing behaviour

3.50 Providers must have and implement a behaviour management policy, and procedures. A named practitioner should be responsible for behaviour management in every setting. They must have the necessary skills to advise other staff on behaviour issues and to access expert advice if necessary. In a childminding setting, the childminder is responsible for behaviour management.

3.51 Providers must not give corporal punishment to a child. Providers must take all reasonable steps to ensure that corporal punishment is not given by any person who cares for or is in regular contact with a child, or by any person living or working in the premises where care is provided. Any early years provider who fails to meet these requirements commits an offence. A person will not be taken to have used corporal punishment (and therefore will not have committed an offence), where physical intervention was taken for the purposes of averting immediate danger of personal injury to any person (including the child) or to manage a child's behaviour if absolutely necessary. Providers, including childminders, must keep a record of any occasion where physical intervention is used, and parents and/or carers must be informed on the same day, or as soon as reasonably practicable.

3.52 Providers must not threaten corporal punishment, and must not use or threaten any punishment which could adversely affect a child's well-being.

This policy was adopted at a meeting of the nursery school held on: _____

Signed on behalf of the nursery school by: _____

Position: _____

Signature: _____

Review date: _____