



## **Behaviour Management Policy and Procedure**

We believe that children and adults flourish best in an environment in which everyone knows what is expected of them, and children are free to develop their play and learning. We aim to develop children's self-discipline and self-esteem in an environment of mutual respect and encouragement.

*In order to achieve this:*

- All adults will try to provide a positive role model for the children with regard to friendliness, care and courtesy and to offer strategies for handling any conflict.
- Children's unwanted behaviour will be discussed and a plan of action agreed with the child, parents and staff.
- Adults in the Nursery will praise and encourage good behaviour such as kindness and willingness to share.
- We will take positive steps to avoid a situation in which children receive adult attention only in return for undesirable behaviour.

*When children behave in unacceptable ways:*

- They will be given one-to-one adult support in seeing what is wrong and how to cope more appropriately. Where appropriate, this might be accomplished by a period of "time out" with an adult.
- Children will never be sent out of the room by themselves.
- Physical punishment, such as smacking or shaking will never be used or threatened.
- Techniques intended to single out and humiliate individual children, such as the "naughty chair" will not be used.

- Physical restraint, such as holding, will be used only to prevent physical injury to children or adults and / or serious damage to property. Any significant event of this sort will be recorded, and the parent informed the same day.
- In cases of serious misbehaviour, such as racial or other abuse, the unacceptability of the behaviour and attitudes will be made clear immediately, but by means of explanations rather than personal blame.
- 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.
- Adults will not shout or raise their voices in a threatening way.
- Any behavioural problems will be handled in a developmentally appropriate fashion, respecting individual children's level of understanding and maturity.

Policy reviewed and updated Sep 2019