

## Behaviour Management Policy

We promote the development of a sense of right and wrong behaviour by teaching your child the appropriate way to act and discourage unacceptable behaviour.

- Staff must be fair and consistent when setting boundaries for children. Boundaries and behaviour management strategies should be discussed and agreed with the designated behaviour management co-ordinator
- Where a member of staff feels unable to deal with the situation calmly it is their responsibility to make others aware of this and seek support, it is the responsibility of the other members of the team to support and, where necessary, take over until the matter is resolved.
- Parents/carers must be informed, on their introductory visit, that Nursery policy is to model and affirm positive behaviour. It should be explained that any negative behaviour that occurs in the Nursery will be dealt with in a positive way. Parents/carers will always be informed of any occurrence and how it was handled.
- When behaviour becomes a problem for the child and/or others, staff must be able to bring in strategies to manage and modify the behaviour. These strategies must be shared and explained to parents/carers and other team members.
- Staff must be able to adjust their responses according to the demands of the situation and the age and needs of the individual child.
- Staff will develop positive strategies reinforcing acceptable behaviour e.g. by supporting and encouraging children in setting limits for themselves.
- Physical punishment of any kind is absolutely prohibited. This includes smacking, tapping, pulling, pushing, throwing, shaking or handling roughly. Other measures which must never be used include: humiliation, yelling, intimidation, frightening a child, depriving a child of food or drink or forcing a child to eat or drink. However if physical intervention/reasonable force is required to prevent a child from harming themselves or averting immediate danger, the staff member will not have committed an offence, any incidents would then be recorded by management.
- The use of physical punishment by a member of staff will result in immediate disciplinary procedures being implemented.
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- There can be no deprivation or exclusion from activities. However, temporary withdrawal can be used as a strategy although this should be used as a short term measure with a positive purpose.
- Physical restraint, i.e. “holding” may only be used when the child is perceived to be in danger or injuring themselves or others. Restraint should only be used where no other appropriate strategy exists.
- Where physical restraint has had to be used, staff must ensure that the child’s dignity and feelings are considered. After the event, staff must try to discuss what has happened with the child to try to prevent any re-occurrence of the behaviour.
- Incidents of physical restraint must be recorded. These must be shared with and signed by the parent/carer, on a physical restraint form.
- Where staff have concerns over persistent negative behaviour they should discuss the matter with the Nursery Manager, behaviour management co-ordinator and parents/carers. Where it is felt appropriate, further advice may be sought from another professional.