



BEHAVIOUR POLICY

The nursery has a positive behaviour policy to ensure that staff and parents work together to realise and value all children promoting positive behaviour. We want to encourage all children to understand and develop qualities such as reliability, honesty, kindness and have the ability to consider others which will include sharing, take turns and ability to play in harmony. We aim to foster a caring family atmosphere in which care and learning takes place in a safe and happy environment. Children flourish in environments that they feel confident within with clear boundaries in place.

The aim of this policy is to encourage a consistent and caring atmosphere within the nursery.

The Practitioner who is responsible for behaviour management is:

Anna Bevan & Jessica Newman

The role of the named positive behaviour management person is:

- To make sure that all staff are aware of the Behaviour Management Policy, and that this is included in the induction of every new member of staff.
- To make sure that all staff are consistent and work together in their approach to dealing with children's behaviour.
- To encourage and guide the staff team in being positive role models.
- To encourage and guide the staff team in following agreed strategies for managing unwanted behaviour, such as distraction, ignoring, and 'cool down' time.
- To make sure that parents/carers are told about their child's unwanted behaviour at the right time and in a respectful way, remembering to ensure privacy and confidentiality when the discussion is taking place.
- To make sure that staff record and monitor incidents of unacceptable behaviour correctly.
- To take part in available, relevant training and pass the information and learning back to the team.

By having a Behaviour Management Policy, staff working at Greenwoods Nursery recognise that most children, at certain stages in their development, demonstrate behaviour that is generally considered negative.

On occasion, children may demonstrate negative behaviour through physical responses such as biting or kicking, or may vocalise their displeasure, for example by swearing. Regardless of their behaviour,



all staff are required to respond to children in a calm and positive manner.

In order to achieve this:

- We will value children and treat them with respect.
- We will develop a positive self-image through regular praise and encouragement.
- We will provide a positive role model for the children with regards to friendliness, care and courtesy.
- We will constantly praise and endorse desirable 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
- Support each child in developing self-esteem, confidence and feelings of competence.
- Provide a key person system enabling staff to build a strong and positive relationship with children and their families.
- Work in partnership with parents and carers by communicating openly.

When children behave in unacceptable ways:

- They should not be singled out or humiliated in any way. The staff within the nursery will redirect the children towards alternate activities and a discussion will take place respecting that child's level of understanding.
- Staff will not raise their voices in a threatening way.
- Physical punishment such as smacking or shaking is not to be used or threatened.
- Children should not be physically restrained, unless to prevent physical injury to children or adults and/or serious damage to property.
- Parents will be informed if their child is unkind to others or if their child has been upset.
- Parents may be asked to meet with staff to discuss their child's behaviour.
- Confidential records of negative behaviour should be kept, parents will be asked to read and sign any entries concerning their child.

We use the Code of Practice to support the child and family, making the appropriate referrals to a Behaviour Support team where necessary. Prior to this we will monitor the child's behaviour, a discussion with parents, with their



agreement the child will be put on an ABC plan. This is will be monitored and parents are kept informed throughout the process.

Staff will receive support in developing positive strategies for responding to and managing children's behaviour from the Behaviour Lead.

Opportunities to develop staff knowledge of effective behaviour management through staff meetings and attending relevant training will be identified and used.

Date: 23/8/21, 23/8/22, 20/10/23

Name: Anna Bevan

Job role of signature: Manager