



## Behaviour Management Policy

### **AIMS**

At Usk Nursery we aim to enable all children to develop confidence, self-esteem and a positive attitude towards their own learning and towards each others.

We aim to ensure that all staff work in an environment where there is mutual respect and where there is good understanding of the development needs of the children.

We believe in working closely with parent/carers to ensure a consistent approach to behaviour management.

We believe that behaviour is learnt, therefore we can teach the children to be kind by staff being positive role models. This is encouraged through observation, planning, resources and play.

### **THE ENVIRONMENT**

In order to achieve our aims we will:

- Provide an age appropriate environment with stimulating activities, using observations in our planning.
- Ensure the environment is safe, attractive, welcoming, inviting and include activities that focus on the children's interests, needs and their choices.
- Encourage good communication between staff to ensure the smooth running of sessions.

### **ADULTS**

Adults are expected to be positive role models to the children at all times ie.turn taking, sharing and being polite to each other. This is the way staff are expected to communicate and behave towards each other and the children within their care.

Alongside parent/carers we will have a consistent, calm and friendly approach when dealing with undesirable behaviour.

Our open door policy ensures parent/carers are always able to come in and discuss any issues or concerns they may have in confidence and in private with their child's keyworker or management. Clear consistent communication is paramount at all times between parent/carers and the setting and we will endeavour to ensure that we are using the same strategies as those used at home when dealing with undesirable behaviour. It is important to ensure that the child is not getting mixed messages.

### **MANAGING INAPPROPRIATE BEHAVIOUR**

Staff will never use any form of physical punishment, restraint, humiliation or bribery (of treats) when dealing with inappropriate behaviour.

Staff need to ensure that the children are aware that hurting their friends or making unkind comments towards them is unacceptable.

Whilst in nursery staff should use a gentle, calm tone and child friendly, age appropriate language when dealing with unacceptable behaviour. Always keeping calm, never showing that the behaviour has had an impact on them.

When talking to the child about the inappropriate behaviour staff should get down to the child's level and ensure language is used that the child will understand. It is important to be discreet and not dealing with the situation in front of others. Never speak about the child or the incident in front of the child or others. All staff must be discreet when communicating incidents to other staff members and should only be done on a need to know basis away from the children.

Where possible praise good behaviour in order to promote the positive behaviour rather than drawing attention to the inappropriate behaviour.

A child will only be removed from the situation/room if it is deemed necessary to ensure the safety of themselves or others. The parent/carer will be told at pick-up if this has happened.

In situations where the children are causing distress to each other/themselves i.e. over a particular toy, they will be encouraged to share and take turns with a sand timer being used as a visual tool to help understanding. Staff will, when possible, stand back and allow the children to resolve issues between themselves only intervening if the children are struggling or the situation is unsafe.

Our Nursery Rules will be consistent, with clear boundaries and expectations explained to the children. Staff will talk to the children regularly about them. Staff will talk to the children about their emotions and about how their actions can make others feel.