

## Clyde Cottage Nursery

### Behaviour Management Policy

#### Staff Involvement

This policy was drawn up in consultation with *staff of Clyde Cottage Nursery*.

#### Rationale

Children and adults flourish best in an ordered environment in which everyone knows what is expected of them and children are free to develop their play and learning without fear of being hurt or hindered by anyone else. We aim to work towards a situation in which children can develop self-discipline and self-esteem in an atmosphere of mutual respect and encouragement.

From time to time children need adult assistance to guide them in the appropriate behaviour associated with particular activities/situations. This ensures children are given the opportunities to forge positive relationships with children and adults alike.

#### Purpose

This policy for behaviour management is based on the following features of learning within the key aspect of Emotional, Personal and Social Development, where children should be given the opportunities to:

Become aware of and respect the needs of others in their behaviour and learn to follow rules.

Form positive relationships with other children and adults and begin to develop particular friendships with other children.

#### Aims

Our behaviour management aims at *Clyde Cottage Nursery* are:

To assist children in the understanding of the need for rules and the need for each child to adhere to these rules.

To assist children in fostering a bond of respect with both adults and peers.

To promote positive behaviour within the pre-5 setting.

#### Principles

This establishments behaviour management procedures adhere to the following principles:

Adult intervention in a behavioural issue should always be positive and supportive with the key focus on guidance.

Children should be allowed to make mistakes in behaviour, be guided, learn from the mistake and move on.

Children should be given the opportunity to learn that rules are there for a reason and should be followed.

Clyde Cottage Day Nursery is a Registered Charity with Registration Number SC010470

Intervention by the Head of Centre and/or parent comes only as a last resort.

## Procedures

This establishment will strive to achieve our aims by:

Rules governing the conduct of the group and the behaviour of the children will be discussed and agreed by all staff and explained to newcomers, both children and adults. All adults at the nursery will ensure that the rules are applied consistently, so that children have the security of knowing what to expect and can build up useful habits of behaviour.

All adults will try to provide a positive role model for the children with regard to friendliness, care and courtesy.

Adults in the nursery will praise and endorse desirable behaviour such as kindness and willingness to share.

Staff 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:

Physical punishment, such as smacking or shaking, will be neither used nor threatened. Children will never be sent out of the room by themselves.

Techniques intended to single out and humiliate individual children such as the 'naughty chair' will not be used.

Children who misbehave will be given one-to-one adult support in seeing what was wrong and working towards an improved pattern.

Where appropriate this might be achieved by a period of 'time out' with an adult.

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 cases of misbehaviour, it will always be made clear to the child 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 behaviour problems will be handled in a developmentally appropriate fashion, respecting individual children's level of understanding and maturity.

Recurring problems will be tackled by the whole staff, in partnership with the child's parents, using objective observation records to establish an understanding of the cause.

Adults will be aware that some kinds of behaviour may arise from a child's special needs.

Occasionally when unacceptable behaviour has occurred, staff may need to take action for the child's own safety, or that of others.

Staff should try to involve parents to promote and reinforce positive behaviour.

A reward system may be used to help, e.g. using stickers.

With a particularly difficult problem it may be useful to concentrate on the positive and use praise to reinforce good behaviour.

Keep parents informed when a child has been good and build on this positive image with child and parent.

Children should not be physically restrained unless by not doing so would put the child in danger.

## Monitoring and Review

The overall monitoring of this policy will be the responsibility of the Head of Centre. All staff will monitor the implementation of the policy at group and individual level. All staff will be involved in discussions when the policy is being reviewed.