

# Behaviour Management Policy

## AIM

“RESPONDING TO NEED, NOT REACTING TO BEHAVIOUR”

All Knowle Nursery staff aim to provide a positive environment with clear boundaries on acceptable behaviour and intervention techniques, where children can develop and flourish. Our policy aims to protect staff and children within the setting by having clearly defined boundaries and expectations. We encourage children to talk about their emotions in a range of different ways, with the colour monster book, emotions sticks and stories about feelings.

## PROCEDURES

### STAFF

We endeavour to be consistent in our approach to manage and encourage positive behaviour.

Using praise and positive reinforcement to promote the children’s development and a feeling of self worth.

Through adult and child interactions we encourage turn taking and negotiation. Using age appropriate language to explain about sharing and being kind. We encourage the child to share the toys with lots of praise from the adult and then engage the child in another activity (redirecting). The older children have sand timers to aid with turn taking. We endeavour to create a positive environment and challenging activities through planning, observations, discussions in staff meetings, parental feedback and listening to children in their play.

We reflect on the environment by completing the Behaviour Environment Audit and adjust the setting where necessary.

By developing this policy with all staff at Knowle Nursery we have an awareness of our procedures and endeavour to be good role models and set a good example with mutual respect.

Using circle time, all staff will include children in discussions and using pictures, puppets and stories will reflect on how they feel about certain behaviour. This will help the children understand the consequences of their behaviour.

All new staff will have an induction where they will have time to read policies and procedures and ask any questions. They will be given a copy of the policy to read and sign.

We have an appointed member of staff for behaviour management and they will endeavour to keep up with training and share this with the staff. Parents are asked for comments about the policy and are able to put suggestions in the suggestion box. All staff will work closely with parents/carers to support positive behaviour



Where a child is consistently showing unacceptable behaviour they will be encouraged to do another activity. We will not exclude the child from an activity for the rest of the morning only redirecting for a short time. We will not use physical intervention only if it is necessary to prevent personal injury to the child, adult or other children. This incident will be recorded on an 'Incident sheet' and discussed with parent/ carer on the day. The parent/carer will be informed in a confidential meeting in kitchen area. The incident sheet will be kept in the child's key person file.

If there continues to be unacceptable behaviour, the owner will arrange for a confidential meeting to take place in the kitchen area and discuss with parents/carer and record on an Individual concerns discussion sheet. A summary of the discussion and actions agreed will be recorded. This sheet will be kept in the child's key person folder to ensure confidentiality.

If a child has a behaviour support need, discussion between key person, parent/carer will take place to draw up an action plan on how best to support the child's needs and a behaviour timeline filled in alongside an Early Years Behaviour Plan. Staff will avoid using negative language e.g., naughty or bad but explain the reasons to the child that the behaviour is unacceptable. We will endeavour to deal with the behaviour and not label the child.

Staff will try to talk to children in a calm clear manner without raising their voices to emphasise appropriate behaviour. It is unacceptable to use punishment, embarrass or humiliate the children in an unfair way.

Staff will listen and respect the feelings of the children and equally respect each other. There are 2 Designated Safeguarding Leads with up to date relevant training in identifying children's behaviour changes linked to safeguarding/child protection concerns. All members of staff have their own Safeguarding cards to follow the procedure should they identify an issue.

The health visitor/early years advisor or the Surrey Family Support Programme would be contacted if an issue continued.

Consistent behaviour concerns are recorded on the Behaviour timeline form which is used to analyse patterns in behaviour and is used to work with parents. The ABCC grid shows examples of unwanted behaviour and desired behaviour. Alongside these 2 forms is the behaviour form which is a recorded discussion form between parents and the staff.

## CHILDREN

Children are given time to explain the reason for their behaviour and time to reflect on how do they feel.

Children are praised for their wanted behaviour and staff are aware that praise works better than criticism.

Using circle time pictures and stories the Badger group are given the opportunity to discuss consequences of their behaviour.



We expect the children to respect their setting and to take care of toys and equipment. We include the children in tidying up, helping to clean tables, sweeping and encouraging to be independent by seeing to their own needs.

The children are helped in their setting by clearly labelled storage trays to aid them in knowing the correct place to select and put away equipment.

We actively encourage good manners, please, thank you and asking to get down from the table is reinforced with gentle reminders and soon find when the children reach Badger group they start to put it into practice.

In groups children are given the opportunity to speak to their peers and are encouraged to listen to each other.

We discourage name calling and ask the child the reasons for this behaviour.

Useful resources and websites

Surrey County Council [www.surreycc.gov.uk](http://www.surreycc.gov.uk)

Kidscape [www.kidscape.org.uk](http://www.kidscape.org.uk)

Childline [www.childline.org.uk](http://www.childline.org.uk)

Unicef [www.unicef.org](http://www.unicef.org)

BEHAVIOUR PROCEDURE	<ol style="list-style-type: none"><li>1. Calm child down by talking to them at their level</li><li>2. Remove other children from the area of risk if necessary</li><li>3. Log incident and create behaviour timeline if appropriate</li><li>4. Inform parent/guardian at collection confidentially or call if necessary</li><li>5. Create risk assessment and closely monitor behaviour</li><li>6. Involve SENCO if necessary for further consultation</li><li>7. During a pandemic, we will follow the procedures set out in the Coronavirus Policy, these actions supersede previous actions</li></ol>
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Document references:

Promoting positive behaviour in early years

An introduction to understanding sensory processing

