

Wise Owls Childcare

BEHAVIOUR MANAGEMENT POLICY

Our nursery is committed to providing a consistent approach to encouraging positive behaviour and mutual respect in the children. We promote an environment with clear and consistent boundaries, which are managed and reinforced through positive examples and a respectful, assertive but fair and caring approach.

The aims of our Behaviour Management Policy:

1. To promote acceptable behaviour
2. To develop a child's respect for themselves, others, and their environment
3. To enable a child to develop healthy relationships with their peers and adults
4. To enable a child to develop a range of social skills and help them learn what constitutes acceptable behaviour.
5. To help a child to grow socially: develop self-confidence, self-esteem, and self-discipline in an atmosphere of mutual respect and encouragement.
6. To develop a child to express their feelings
7. Children to adapt and follow environment routine
8. Promote positive language
9. Promote cultural diversity

Our principles include:

- Continual exchange of information with parents/carers regarding their child's behaviour both positive and negative. Any concerns regarding behaviour are discussed with parents; they are informed of the action taken and the outcomes. Every care is taken to identify any causes or triggers for the undesirable behaviour and strategies are discussed to deal with these scenarios.
- Making it clear to the child why the behaviour is unacceptable and suggesting more appropriate behaviour responses.
- Respect: to encourage all children to have respect for themselves, for each (their feelings, beliefs, and values) and for the nursery environment including equipment and property.
- Understanding and compassion: to help children to understand other people's views and experiences and to be caring and tolerant towards others
- Responsibility: to enable children to have an increasing ability to make choices and take responsibility for their own actions. In particular, we help children to develop an understanding of the consequences of their behaviour.
- Fairness and equality: to give children an understanding of how to be fair to all; how to share and give everyone an equal chance (within the context of everyone having individual needs). Additionally, all staff demonstrate this behaviour in their actions.
- Kindness: to promote acts of kindness to each other and to assist children in ways of being gentle towards each other.

Role of the Staff:

- Setting a good, positive example by being friendly and tolerant themselves;

promoting an atmosphere where children and adults respect and value one another.

- To work as a team; discussing and resolving incidents collectively and in a consistent, respectful manner.
- To discuss any concerns regarding a child's behaviour with the parents/carer at the earliest convenience in order to help identify causes and develop collaborative strategies. This is done confidentially and away from the child when appropriate.
- To ensure any incidents of poor behaviour are written up on an incident record and discussed with management in a timely manner. This is for serious behaviour, so we have a record of this for future reference and can monitor the situation.
- To help children to find solutions to conflict.
- To maintain and protect a child's self-esteem whilst managing their inappropriate behaviour; consequences such as withholding food, humiliation or using physical punishment are totally unacceptable.
- To work as a team to offer a consistent approach when dealing with behaviour. If a member of staff is unsure about a situation, this is discussed with the manager and other staff to find a mutually agreeable approach.

Negative Behaviour:

The Nursery recognises that negative behaviour falls into one of the following categories:

1. *Disengaged behaviour* – identified through a child being unwilling to engage or participate in activities; perhaps indicating that a child is bored, unsettled, or unhappy.
2. *Disruptive behaviour* - describes a child whose behaviour negatively impacts those around them.
3. *Unacceptable behaviour* - this refers to non-negotiable actions, such as discriminatory remarks, violence and/or bullying.

In the case of either disruptive or unacceptable behaviour, staff intervene immediately, indicating to the child that their behaviour is unacceptable. Where appropriate, consequences such as removing the child from the activity may be implemented.

Following behaviour incidents and when appropriate time permits, staff will collectively discuss incidents and agree on the best way to deal with them.

Behaviour Management Strategies:

Wise Owls Day Nursery has a clear, consistent, and positive approach to behaviour management that is understood and implemented by all our staff. Optimally, this is a team approach where the input and suggestions of parents/carers and children are welcomed. On every occasion, a child's age, level of understanding and development is taken into consideration when managing their behaviour.

- Acknowledge and praise positive behaviour- desired behaviours are recognised and praised demonstrating to children that good choices are appropriately celebrated.
- Negative behaviour is challenged in a calm but assertive manner. Children are communicated with clearly and in a positive manner. In the first instance, staff try

to re-direct children's energies by offering them alternative and positive options.

Examples of Behaviour and Strategies

Children display a range of behaviours, most of which are to be expected for their age particularly when they are new to a nursery environment. Staff are expected to continuously manage behaviour. Staff understand that drawing attention to and praising desired behaviour is as important as managing inappropriate behaviour, such as inappropriate shouting out, having a 'tantrum,' snatching or walking away at tidy-up time etc.

Intervention will be consistent, fair, and relative to the behaviour demonstrated. This may include one of the following:

- Using a positive statement, e.g. "If you want to throw something, you could go outside and throw a ball"
- Explaining any concerns e.g. "If you lean back on your chair you may fall over"
- Giving choices
- Having a group discussion or circle time about visual pre-school codes
- Having a "Thinking space", for the child to have a quiet safe place to calm down, remaining with them until calm, whilst offering reassurance. This would be implemented in the event of a child endangering themselves or others.
- Labelling negative behaviour, rather than labelling the child: "I don't like it when....." or "It's not okay to...."
- Using non-confrontational language, e.g. "When sand is thrown....." instead of "When YOU throw sand..."

Where behavioural difficulties continue, parent/carers will be invited into the setting to talk with relevant staff. By working together, home and nursery will explore possible underlying causes and share positive strategies.