



BUXTON NURSERY

Behaviour Management Policy.

Buxton Nursery believes that children and adults flourish best in an ordered environment in which everybody knows what is expected of them. Children are then free to develop their play and learning with the feeling that they are secure and safe. We will work towards a situation in which children can develop self-discipline and self-esteem in an atmosphere of mutual respect and encouragement.

Buxton Nursery expects its staff to consistently show good examples of behaviour and self-discipline. They must at all times be aware that they are positive role models for the children and that they must set the standards. Training is available to them via the EYDCP and notices of all courses and updated information is available at all times on

www.derbyshire.gov.uk/workingwithchildren

Ways of encouraging positive behaviour include;

- Praising and reinforcing good behaviour
- Encouraging sharing and negotiation
- Setting a good example
- Give positive clear instructions
- Allow children time (7 seconds) to respond
- Use the child's name first to get their attention
- Keep your language simple and to a minimum
- Turn negative statements into positives
- Consulting with children about rules
- Helping children to understand the effects of their behaviour on others
- Helping children to challenge bullying, harassment and name calling
- Encouraging responsibility, for example, help with tidying up and helping to care for pets
- Reassuring children that they are always valued as individuals even if their behaviour may sometimes be unacceptable

When considering handling children's behaviour we need to also:

- Recognise that children are learning to deal with a range of emotions and feelings acknowledge those feelings and work with children to find constructive solutions
- Explain to children why the behaviour is unacceptable
- Avoid damaging children's self-esteem. For Example, by humiliation, segregation, withholding food or using a naughty chair.
- Avoid discussing children's behaviour with staff or parents in front of them or others
- Help children find solutions to conflict
- Be consistent in applying agreed procedures

Physical punishments will be neither used nor threatened (see physical intervention policy)

Physical punishments include:

- Smacking
- Shaking, which can cause brain damage
- Poking

Physical intervention is appropriate when:

- Preventing an accident
- Preventing an injury

Physical intervention is only acceptable when used to manage a child's behaviour if it is necessary to prevent injury to the child, other children or an adult and to prevent serious damage to property. Any incident that involves physical intervention should be recorded and parents informed the same day.

Methods used to manage children's behaviour must be age and developmentally appropriate and the following are acceptable:

- Withdrawing from the situation
- Distraction and re-direction
- Creating a safe environment to avoid injury
- Discussion
- Praise and reward
- Encouraging sharing and negotiation
- Giving logical consequences to their behaviour

If an incident occurs it should be dealt with by any member of staff in the vicinity. It should then be reported to the senior member of staff. The incident must be recorded on the incident sheet, by the person dealing with it with appropriate information and witnesses. Serious incidents are reported to parents by senior staff.

Laura Bowers is the named member of staff and is responsible for the behaviour management policy. The named person will review procedures and policy, guide staff and students towards the effective implementation of the policy.

It is important to remember at all times:

- The age of the children and their maturity
- The comfort, security and safety of all children
- The atmosphere at nursery should be happy and caring not oppressive
- Good behaviour is the main aim of the policy and is to be valued and encouraged at all times

Policy adopted on _____

It will be reviewed on _____

Signed _____ (Manager)