

POSITIVE BEHAVIOUR MANAGEMENT

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2	Revision to existing document	S Milham	12-6-06
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At Sunshine Day Nursery the staff promote positive behaviour management at all times.

Children need to have set boundaries of behaviour for their own safety and the safety of their peers. Within the nursery we aim to set these boundaries in a way which helps the child to develop a sense of the significance of their own behaviour, both on their own environment and those around them. Restrictions on the child's natural desire to explore and develop their own ideas and concepts are kept to a minimum.

The Nursery recognises the importance of adult's behaviour as a role model for children, by using positive behaviour management as an effective way to set boundaries and manage behaviour in the nursery environment.

The Nursery has a named Behaviour Management co-ordinator. They support staff with any issues and work closely with parents. The Behaviour management co-ordinator also reviews all incident forms on a monthly basis to identify any patterns of unwanted behaviour. Appropriate action will then be taken.

The nursery manager shall ensure that the parents/carers are fully informed about and support the actions being taken to modify the child's unacceptable behaviour.

Corporal punishment (slapping, smacking, or shaking) will never be acceptable practices and will not be used. However, it may be necessary to use restraining action in an emergency to prevent personal injury.

This policy is produced in accordance with the EYFS Welfare requirements (2008) and is implemented, when appropriate, with the SEN Code of Practice (2009).

2. **Principles of Positive Behaviour Management**

- 2.1 We recognise and value the individuality of all our children
- 2.2 We work in partnership with the children's families to ensure consistent adult responses to children's behaviour.
- 2.3 Encourage self-discipline and respect for themselves, each other, our surroundings and property. This is promoted through the use of golden rules which the children help to write and our celebration tree which celebrates children's individual achievements.
- 2.4 Have realistic expectations for each child that are developmentally appropriate. Aim to build children's self-esteem, reinforce that it is the behaviour that is unacceptable not the child.
- 2.5 Being positive role models by setting a good example because young children take more notice of how we are and what we do than what we say.
- 2.6 Develop each child's ability to think for themselves and learn to take responsibility for their actions.
- 2.7 Positive behaviour is rewarded through the use of praise and positive reinforcers such as the golden book, stickers and the celebration tree.

3. **Managing Unacceptable Behaviour**

Although the policy has an emphasis on promoting positive behaviour it is necessary to identify what is considered to be unacceptable, and the action that should be taken if required.

- 3.1 Unacceptable behaviour is considered to include, bullying, aggressive behaviour towards others and property and refusal to carry out reasonable instructions.
- 3.2 To diffuse difficult situations staff may try to distract children by offering an alternative activity. If this is not possible then intervention using reasoning with the child(ren) should be attempted to resolve the situation, to develop children's understanding of actions and their potential consequences.
- 3.3 Failing this it may be necessary to take further appropriate steps such as using a short time out period to allow the child to calm down. During this time a sand

timer is used which provides a visual aid for the child to recognise when time out has ended. If time out is used a clear concise explanation of why will be given to the child.

- 3.4 Any actions leading to another child or adult being harmed must be recorded on an incident form of which the parents should sign. A discussion will be held with the parents and support given.
- 3.5 If a child displays an increased level of difficult behaviour on a regular basis the matter needs to be brought to the attention of the Nursery Manager and the Behaviour Management Co-ordinator, who will be able to support staff and suggest an appropriate plan of action. This plan of action will always be drawn up in partnership with the child's parents/carers and we will continue to work together to resolve the situation. Actions taken could include the involvement of the nursery's Senco, Observations during which an ABC plan is completed and seeking advice from other professionals.
- 3.6 Staff are also entitled to ask for time out if a situation is becoming overwhelming.
- 3.7 Parents are kept fully informed on any actions taken within the nursery and any strategies put into place will need to be fully supported outside of the setting.
- 3.8 Sanctions applied in the case of unacceptable behaviour must take into account the age and stage of development of the child, be relevant to the action or actions and be fair.

4 **Further action that may need to be taken**

- 4.1 Once all of the above procedures are in place the child's behaviour will be continuously monitored and parents/carers kept fully informed on our progress with any strategies put in place for the child
- 4.2 Regular review meetings will be held with the management team, parents/carers, SENCO, Behaviour Management Co-ordinator and any outside agencies supporting the child in the setting
- 4.3 In cases of extreme negative behaviour where a child displays abusive, threatening or otherwise inappropriate behaviour towards another child or adult in the setting and the above procedures have been followed; the nursery reserves the right to terminate the child's place at the nursery setting
- 4.4 If the above takes place the parents/carers will be asked to attend a meeting where they will be given clear reasons as to why their child's place is being terminated at the setting. They will also be given advice on where to access any further support. This will always be followed up in writing to the parents/carers

5. Confidentiality

Parents / carers should feel free to discuss any concerns they may have with the nursery manager. All matters will be treated in the strictest confidence.

6. Training

The company is committed to staff training to promote good practice in positive behaviour management.

7. Monitoring of Policy

This policy will be reviewed annually, or sooner if required, or to meet changes in legislation.