

ABC NURSERY POLICIES AND PROCEDURES**POLICY 6: Behavioural Management**

The staff at the ABC Nursery believe that your child's feelings are important and that as a staff team, we should actively support the following policy.

6.1 Concerning the child:

- 6.1.1 To encourage children to feel good about themselves using praise at every available opportunity and rewarding positive behaviour with praise or rewards stickers.
- 6.1.2 To raise a child's self esteem at every available opportunity by giving children the opportunity to make a positive contribution to the group and to encourage independence. Acknowledging and valuing children's achievements by displaying work products, giving praise and reward stickers where applicable.
- 6.1.3 To promote and maintain a socially acceptable level of behaviour relevant to each child's stage of development.
- 6.1.4 To deal with any disruptive or anti-social behaviour immediately, and in the appropriate manner.
- 6.1.5 To apply sanctions in relation to a child's behaviour which are consistent within the policy of the setting.
- 6.1.6 When sanctions are applied, they clearly distinguish disapproval of behaviour from rejection of the child.
- 6.1.7 To discipline in a manner that does not involve physical or verbally humiliating punishment.
- 6.1.8 Explain why a child's behaviour is unacceptable in simple and clear language that is age appropriate.

6.2 Within the staff team:

- 6.2.1 To have consistent methods of handling behaviour within the staff team.
- 6.2.2 To apply rules and boundaries which are consistent within the setting.
- 6.2.3 To work together as a staff team towards a common philosophy on promoting and maintaining socially acceptable behaviour.
- 6.2.4 To respect individual staff's handling of unacceptable behaviour. However, promote an atmosphere where other staff feel they can challenge their methods if they feel they are not adhering to these policy guidelines.
- 6.2.5 To deal with children's unacceptable behaviour in the presence of parents in a sensitive manner, so as not to undermine the parent concerned.
- 6.2.6 To not discuss a child's unacceptable behaviour in the child's presence unless this is by specific agreement with the parent concerned as part of a strategy for dealing with unacceptable behaviour. Then staff and parent will talk with the child not 'over' the child.
- 6.2.7 To accept that staff: yelling, shouting or raising voices to a child or children showing negative behaviour is not an effective way of dealing with this behaviour.
- 6.2.8 To accept that the handling of behaviour in (6.15) is not acceptable and will be dealt with by offering training to the member of the staff team – but if it continued then it will be dealt with through disciplinary measures.

- 6.2.9 Staff are required to record incidents of negative behaviour, in particular regarding aggression to other children, in the nursery's incident book.
- 6.2.10 The use of corporal punishment to control or deal with negative behaviour will NOT be used or tolerated and will lead to staff dismissal under 'Gross Misconduct'.
- 6.2.11 Physical restraint will not be used as a method to control negative behaviour and if a child is hitting another child they will be removed from the situation in to an area of the nursery where it is safe for them to calm down.
- 6.2.12 In extreme cases, where physical intervention has been necessary, this will be recorded and parents/ carers informed. Parents/ carers will be asked to sign these records.

6.3 Concerning parents:

- 6.3.1 To discuss with parents why their child has been disciplined
- 6.3.2 To inform parents of what has happened and how their child was handled.
- 6.3.3 To work together with parents and share information that assists in the management of their child's behaviour.
- 6.3.4 In cases where a child's behaviour is causing concern, to work together with parents to devise strategies to improve this behaviour in the nursery and at home.
- 6.3.5 Significant incidents of negative behaviour that are causing concern will be recorded on an incident form and parents will be required to sign this record.
- 6.3.6 To deal with parents sensitively and respect that there may be differences in parental expectations of their child's behaviour. These may arise through variations in child rearing practices, cultural, or religious beliefs.
- 6.3.7 To give relevant, constructive & positive advice to parents when they request this.

- 6.4 The dedicated Behavioural Management Co-ordinator is Anthea Griffin. Her role is:
 - To liaise with parents and relevant staff in regard specific children's behaviour that is causing concern.
 - To identify any training issues in the staff team and offer appropriate training when deemed necessary.

- 6.5 The Behavioural Management Co-ordinator will seek access to expert advice if needed by contacting Coventry City Council's Area SENCO official

Please note the Behaviour Recording Form to go with this policy and procedures document. This is to be completed with parents if there is any negative behaviour in children that are causing concern.