



## **BEHAVIOUR MANAGEMENT POLICY**

### **OUR AIMS**

At The Lodge Day Nursery, we aim to enable all the children to develop confidence, self-esteem and a positive attitude towards their own learning and towards others.

We aim to ensure that all staff work in an environment where there is mutual respect, and where there is a good understanding of children's developmental needs.

We believe in working closely with parent and carers, as this enables a consistent approach to behaviour management. If there is a concern about a child's behaviour, the Key Person or a member of senior staff will liaise with parent or carers in order for us to work together to support the child.

### **OUR BELIEFS ABOUT CHILDREN'S BEHAVIOUR**

We believe that behaviour is learnt and we can therefore teach children to be kind, caring and respectful through staff acting as positive role models; enhanced through careful planning, appropriate resources and play.

### **OUR ENVIRONMENT**

In order to achieve our aims, we will:

- Provide an age-appropriate environment with stimulating activities.
- Ensure that the environment is safe, stimulating, welcoming and includes activities for children that focus on their interests and their choices.
- Encourage good communication between staff and with parents and carers to ensure the smooth running of sessions.

### **ADULTS**

Adults are expected to be positive role models to children at all times i.e: with turn-taking, sharing and in general social skills. Alongside parent and carers, we will have a consistent, calm and friendly approach when dealing with undesirable behaviour. When staff are talking to parent and carers about an incident, other children involved will not be named and information about another child cannot be shared. We aim as much as we can to speak with parents and carers in a separate space but this is not always possible. Confidentiality is paramount to the running of the Nursery.

## **PARENTS AND CARERS**

We offer an open door policy to all parents and carers, in which they can discuss any issue or concern in confidence with either the child's Key Person or with a member of the management team.

To enable us to have clear consistent communication with parent and carers, notice boards, EyLog, newsletters, Parents' Evenings and events days are also provided. We will also take into consideration the strategies used at home to deal with undesirable behaviour but always act in-line with our Nursery policy.

The incident and accident reports on Eylog are confidential and can only be accessed by the parent or carer of the child who has the log-in details of the account.

## **MANAGING INAPPROPRIATE BEHAVIOUR**

Staff will never use any form of physical (corporal) punishment or humiliation when dealing with undesirable behaviour.

Whilst in the Nursery, staff use a gentle, calm tone, friendly and age-appropriate language, ensuring we are not using the word naughty, when dealing with undesirable behaviour. We aim to keep calm and never show that undesirable behaviour has had any impact on us. We believe that a child is not to blame and we chastise the behaviour.

Our approach is to give praise to the children in order to promote positive behaviour or distract them to stop undesirable behaviour.

Staff will refrain from suggesting that a child will be sent to another playroom, if their negative behaviour continues.

Pudding or other treats will not be withheld or exchanged for something else, in order to make a child behave.

On occasion, it may be necessary to separate children from one another or if there is a situation where there is a risk of them causing the other/each other harm. If this has been necessary, we will inform parent or carers at time of collection. The incident will be noted for our records.

Children learn and develop through their senses; a main way that babies do this is by exploring using their hands and mouth. The reason they do this is because the mouth is where most nerve endings are and they use this to feel the different textures in their environment. However, this means, on occasions, that they may bite others (this can also happen when teething). In our rooms we have a variety of resources that we encourage babies to use when they wish to explore using their mouths, such as teething rings and teething holders. (Please see biting policy for more information).

## **ADVENTURERS SPECIFIC APPROACH**

Where possible, we allow the children to sort out disagreements themselves and reach a solution by talking and compromising.

Adults will always make sure that when discussing undesirable behaviour with a child, that you go down to the child's level. An explanation of why the behaviour was inappropriate will always be given in a clear, age-appropriate manner. Staff will be discreet and if other children are trying to listen to the conversation, they will gently encourage them to do something else or ask a member of staff to distract them. Staff will ensure that they remember that the behaviour is to blame and not the child.

In situations where the children are causing each other distress i.e. over a particular toy, they may be encouraged to use a sand timer to share and take turns or be distracted with another activity or toy.

No child in the room will be forced to say "sorry". If they wish to of their own accord that is acceptable. It may be suggested that they give the other child a hug to comfort them or to draw them a picture or ask the other child 'What could \*\*\*\* do to make things ok?'

Staff will be discreet when communicating incidents of challenging behaviour to other staff. Staff will never use the two-way radio or phones to communicate the incident. Staff will aim to communicate to other staff in a quiet area away from the children, parent and carers.

If a child displays undesirable physical behaviour, an incident form will be filled out through Eylog and the senior staff will be informed. Our incident forms are used to record any form of undesirable physical behaviour that occurs during the day. The parent and carers will be asked to read the incident form on collection of their child. The parent or carers acknowledgement through Eylog is then needed to complete these form. The Lodge Management will liaise with the SENDCo/Key person to see whether a pattern or trigger may be occurring using an ABC (Antecedents Behaviour Chart ) to see what is provoking the child's negative behaviour. This information will be shared with the parent and carers.

## **SPECIAL EDUCATIONAL NEEDS**

If a child has a special educational need which results in negative behaviour, we will work closely with parent and carers and outside agencies to develop strategies to support the child and The Nursery as much as we reasonably can.

## **BULLYING**

Our approach to bullying is the same as our approach to any other unacceptable behaviour in that we will give the child a clear explanation of why we feel what he or she is doing is wrong. Discussions will take place with all children involved and this will also include parent and carers.

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