



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, consistency and where there is a good understanding of children's developmental needs.

We believe in working closely with parents/carers, as this enables a consistent approach to behaviour management. If there is a concern about a child's behaviour, the Key Person, Senior Staff member or Management will liaise with parents/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 therefore teach children to be kind, caring and respectful to one another. Staff remain a constant positive role model; 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 to learn and develop, using their interests and choices.
- Encourage good communication between staff and parents/carers to ensure the smooth running of sessions.

ADULTS

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

PARENTS/CARERS

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

To enable us to have clear consistent communication with parents/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 The Lodge policy.

The incident and accident reports on EYlog are confidential. These can only be accessed by the parent/carer of their child's account log-in details.

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 child/ren in order to promote positive behaviour or distract them to stop undesirable behaviour.

If undesirable behaviour continues, staff will encourage the child/ren to another area of the room for distraction. Staff will refrain where possible to suggest that a child/ren will be sent to another playroom.

Desserts 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 child/ren 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 parents 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).

SPECIFIC APPROACH

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

Adults will always make sure that when discussing undesirable behaviour with a child/ren, they 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, parents/carers.

If a child displays undesirable physical behaviour, an incident form will be filled out through EYlog and the senior staff member/management will be informed. Our incident forms are used to record any form of undesirable physical behaviour that occurs during the day. The parents/carers will be asked to read the incident form on collection of their child. The parents/carers acknowledgement through EYlog is then needed to complete these forms. 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 parents/carers.

SPECIAL EDUCATIONAL NEEDS

If a child has a special educational need which results in negative behaviour, we will work closely with parents/carers and outside agencies to develop strategies to support the child and The Lodge 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 parents/carers.

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