



# Strawberry Hill Pre-School

## Behaviour Management Policy

All children are treated with equal concern and are made to feel welcome in our nursery. We aim to offer a high quality childcare service for parents and children. We understand the need to set reasonable and appropriate limits to help manage the behaviour of children in our care.

By providing an interesting, stimulating and challenging environment, offering choice and independence and consulting with children, they will be empowered to attempt to solve their own problems with adult support when required. We focus on ensuring a child's attachment figure in the setting, their key person, is building a strong relationship to provide security to the children.

We do not and will not administer physical punishments or any form of punishment with the intention of causing pain or discomfort, or any kind of humiliation or hurtful treatment to any child in our care.

Positive behaviour will be endorsed and praised as an effective way of setting limits and expectations.

### **Procedure**

We keep up to date with behaviour management issues and relevant legislation by taking regular training and reading relevant publications.

Through our 'working in partnership policy' we agree methods of managing children's behaviour with parents before the child/children start their placement with us. These are discussed during the initial visit with parents before the nursery contract is agreed to ensure a consistent approach. A consistent approach benefits the child's welfare and makes sure that the child is not confused.

Wherever possible we will try to meet parents' requests for the care of their child according to their values and practices. Records of these requirements are agreed and kept attached to the child record forms. These records will be reviewed and updated regularly with parents.

We expect parents to inform us of any changes in the child's home circumstances, care arrangements or any other change, which may affect the child's behaviour. All information shared with us will be kept confidential unless there appears to be a child protection issue.

We will offer regular meetings with parents to discuss their child's care and any issues or concerns, preferably when the child is not present. If we do not share the same first language as the child's parents, we will take action to facilitate effective communication. This may include seeking guidance from the Early Years Team.

We will only intervene and possibly restrain a child to prevent an accident, such as a child running into the road, or to prevent an injury or damage (please refer to our restrictive physical intervention policy).

All significant incidents are recorded in an accident book and will be shared and discussed with the parents of the child concerned so that together we can work to resolve any behaviour issues.

From time to time children have difficulties learning to cope with their emotions and feelings and this is part of child development. We will acknowledge these feelings and try to help children to find constructive solutions. Staff will always be calm and patient, offering comfort to intense emotions, helping children to manage their feelings and talk about them to help resolve issues and promote understanding. We will liaise with parents.

In the nursery we use strategies such as distracting and re-directing children's interests as a way to discourage unwanted behaviour. We encourage responsibility by consulting with children about their actions and facilitate positive outcomes agreed by everyone concerned.

We will respond positively to children who constantly seek attention or are disruptive and use observations to identify 'trigger times' and possible ways to resolve this.

If we have concerns about a child's behaviour which are not being resolved, we will ask permission from the parents to talk with another child care professional. We may contact a member of the Early Years Team or a health visitor.

Concerns that could identify a particular child are kept confidential and only shared with people who need to know this information.

Young children often engage in play that has aggressive themes-such as superhero, and weapon play; some children appear pre-occupied with these themes, but their behaviour is not necessarily a precursor to hurtful behaviour or bullying, although it may be inconsiderate at times and may need addressing using strategies as above. We recognise that teasing and rough and tumble play are normal for young children and acceptable within limits. We regard these kinds of play as pro-social and not as problematic or aggressive. By developing strategies to contain play that are agreed with the children, and understood by them, we will implement acceptable behavioural boundaries to ensure the children are not hurt. Fantasy play may also contain many violently dramatic strategies, blowing up, shooting etc., and themes often refer to 'goodies and baddies' and as such offer opportunities for us to explore the concepts of right or wrong. We are able to tune in to the content of play, perhaps to suggest alternative strategies for heroes and heroines, making the most of 'teachable moments' to encourage empathy and lateral thinking to explore alternative scenarios and strategies for conflict resolution.

We reward good behaviour. Rewards are constructive, they encourage further effort. Punishment humiliates children and makes them feel powerless. We encourage self-discipline and respect for others, setting realistic limits according to age and stage of development.

We have developed a set of simple 'Golden Rules', for the children which can be easily understood.

Reviewed in March 2019

*All Staff have signed to say that they have read and understood this policy*