

Behaviour Policy

All staff at Enchanted Day Nursery aim to support children positively and believe that children flourish best when they know how they are expected to behave. Staff follow this guidance to ensure that there is a consistent and positive approach to children's behaviour.

Enchanted Day Nursery supports children within their personal, social and emotional development to:

- develop a positive sense of themselves and others
- to form positive relationships and develop respect for others
- to develop social skills and learn how to manage feelings
- to understand appropriate behaviour in groups
- to have confidence in their own abilities

EYFS Statutory Guidance 2017

Staff will:

- be positive role models for the children
- maintain a happy, caring and secure environment
- develop children's sharing through group activities
- encourage children to be strong and independent through positive relationships
- demonstrate good manners
- encourage consideration and respect for nursery equipment, resources and others belongings
- establish consistency in behavioural responses between home and nursery
- recognise the individuality of all children
- praise children recognising their positive actions and attitudes
- provide support for boundaries in an age appropriate way

Communication is key for supporting children through difficult situations. Necessary steps and resources will be available for children whose home language is not English. Our nursery rules are to ensure the safety and respectful attitude for all children. We understand that children can go through a range of emotions that can result in frustration, anger and aggression such as biting (see biting policy), hitting, pinching etc.

When children behave in unacceptable ways, we:

- distract children to another activity
- encourage children to settle disputes by compromise, sharing and negotiations
- never use or threaten corporal punishment
- In the rare case that physical intervention is to be used, it will be to avert immediate danger e.g. if practitioners are preventing children from injuring themselves, others or property. If physical intervention is ever used, it will be recorded on an incident form and parents/carers will be informed on the same day.
- do not single out children or humiliate them in any way. We label the behaviour and not the child e.g. "I don't like it when...." Or "it's not okay to...."
- use non-confrontational language or shout in a threatening manner

If a child has been hurt due to another child's behaviour, the adult will ensure their attention firstly focuses on that child, reassuring, comforting and offering first aid if necessary.

NOTE: The child may be reluctant to let the child that harmed them near them. The adult will then communicate with the child that behaved in an unacceptable way, in an age appropriate way and a way that may meet the individual needs of the child. It is important to acknowledge children's feelings and to help them understand how others may be feeling.

Parents will be informed if their child is persistently unkind to others or if their child has been upset. In all cases, unacceptable behaviour will be dealt with in nursery at the time. Parents will be asked to meet with the child's key carer and/or the nursery manager to discuss any possible causes of the unwanted behaviour and to agree strategies we can all use to ensure consistency between home and nursery.

ABC forms will be put in place for children needing extra support with their behaviour. The A-B-C analysis focuses initially on identifying the trigger for the behaviour and what the events or demands on the child are that typically precede or trigger the behaviour. This form helps staff to see patterns emerging that may be helpful in identifying triggers for behaviour.

The designated behaviour management officer is – Natalie Duncan (Nursery Manager) their role is to:

- ensure all staff read and follow this policy
- support key carer's to assess children's behavior
- provide advice and support when recording ABC forms
- offer guidance and strategies
- attend relevant training and offer this to other members of staff dealing with behavioural concerns