

BEHAVIOUR MANAGEMENT POLICY

The Management Committee of Calthwaite Nursery publishes the following Behaviour Management Policy.

Calthwaite Nursery believe good behaviour management is essential to maintain a high standard of safety for all who attend. We aim to provide an environment that ensures every children's right to play / learn without fear of being hurt or hindered by anyone. We strive to positively encourage good behaviour. Children will be actively involved in discussing and setting ground rules for the Nursery and wrap around facilities and encouraged to take responsibility for their own behaviour and its consequences. Staff have a responsibility to actively encourage and reinforce desirable behaviour and to discourage and challenge unacceptable behaviour.

Examples of the type of behaviour that are unacceptable include: aggressive behaviour (fighting e.g. punching, kicking, scratching or biting), bad language, racist or sexist comments, violence, general name calling, bullying and lack of respect for equipment/environment and property.

A child's whose behaviour is unacceptable will be given one to one adult support to help them work towards a better behaviour pattern. Staff will be consistent with behaviour management with all children. Staff will attempt to resolve behaviour problems by talking and explaining to the children what behaviour is unacceptable and why. Staff must remind children in a clear and positive way the boundaries and expectations of the group. Staff must take into account the age and development of each child. If after working with a child on an individual basis, staff are unable to resolve an ongoing problem, parents/carers will be asked for their support.

In the event of a child repeatedly putting either themselves or other children at risk, or preventing other children from benefiting from the activities on offer, the child may be excluded as referred to in the Exclusion Policy.

Unacceptable behaviour will be monitored and may be recorded. Physical punishment such as smacking or shaking is never used, or even threatened, neither is verbally humiliating children in front of others.

Parents / carers are encouraged to discuss confidentially any concerns they may have about their children's behaviour either at home or in the Nursery or wrap around facility. Staff are available to discuss confidentially with any parental / carer, their concerns about their child's behaviour.

Physical restraint must only be used if the child or others are in immediate or potential danger. Physical restraint must be with minimum force and for the shortest period possible. It should be recorded by staff and reported to parents / carers.

It is the behaviour NOT the child that is not welcome.

THE FOLLOWING MUST NEVER BE PRACTISED.

- Physical punishment eg smacking, slapping, shaking. According to the **Children Act Regulations** corporal punishment must never be given to a child in your care and you

must never allow any other person looking after the children or living or working on the premises to do so.

- Isolating children in a room on their own.
- Depriving a child of food and drink.
- Humiliation or criticism, which deprives a child of their dignity eg naughty chair.