

## **Behaviour Management Policy**

**Coccinelle Day Nursery recognises the importance of positive and effective behaviour management strategies in promoting children's welfare, learning and enjoyment.**

The aims of our Behaviour Management policy are to help children to

- Develop a sense of caring and respect for one another.
- Build caring and co-operative relationships with other children and adults.
- Develop a range of social skills and help them learn what constitutes acceptable behaviour.
- Develop confidence, self-discipline, and self-esteem in an atmosphere of mutual respect and encouragement.

### **Behaviour Management Strategies:**

**Coccinelle Day Nursery, the Manager and the staff team will manage behaviour according to clear, consistent and positive strategies. Parents/carers are encouraged to contribute to these strategies, raising any concerns or suggestions.**

Behaviour management at Coccinelle Day Nursery will be structured around the following principles:

- Staff and children will work together to establish a clear set of 'ground rules' governing all behaviour at Coccinelle. These will be periodically reviewed so that new children have a say in how the rules of Coccinelle's operate.
- Coccinelle's 'ground rules' will apply equally to all children and staff.
- Positive behaviour will be reinforced with praise and encouragement.

- Negative behaviour will be challenged in a calm but assertive manner. In the first instance, staff will try to re-direct children's energies by offering them alternative and positive options. Staff will be open in stating and explaining non-negotiable issues.
- When dealing with negative behaviour, staff will always communicate in a clear, calm, and positive manner.
- Staff will make every effort to set a positive example to children by behaving in a friendly and tolerant manner themselves, promoting an atmosphere where children and adults respect and value one another.
- Staff will avoid shouting at work.
- Staff will work as a team by discussing incidents and resolving to act collectively and consistently.
- Staff will try to discuss concerns with parents/carers at the earliest possible opportunity to help identify the causes of negative behaviour and share strategies for dealing with it.
- Activities will be varied, well planned and structured, so that children are not easily bored or distracted.

### **Strategies to promote positive behaviour.**

- Distract and divert.
- Understand signal: e.g., Smile, thumbs up, nodding head.
- Praise and encouragement- "catch me being good!"
- Make task fun or a challenge.
- Rather than saying No! Use- when..... then....
- Ignore inappropriate behaviour, quickly notice, and comment on appropriate behaviour.
- Clear directions with matching facial expression and tone
- Issue 5 Minute Timed Warnings, before the activity ends
- Gesture key Words e.g., Finish, Stop, Look, Listen, Walk.....
- Changing don'ts to do's-e.g., "don't run" becomes "walking feet.
- Take-up time-e.g., issue instruction and turn away or walk away.

## **N.B THE NURSERY DO NOT PUT CHILDREN ON TIME OUT**

### **The Use of Physical Interventions**

Staff will use physical interventions only as a last resort and only then if they have reasonable grounds for believing that immediate action is necessary to

prevent a child from significantly injuring themselves or others or to prevent serious damage to property.

Only the minimum force necessary to prevent injury or damage should be applied. For example, by diverting a child or children by leading them away by a hand or by an arm around their shoulders.

Where a member of staff has had to intervene physically to restrain a child, the Manager will be notified, and the incident recorded in the Incident Record Book. The incident will be discussed with the parent/carer at the earliest possible opportunity.