



## **BROOK HOUSE NURSERY Ltd**

### **BEHAVIOUR MANAGEMENT POLICY**

The aim of the members of staff in Brook House Nursery is to make the children in our care happy, help them to be amiable with their peers and resolve any conflicts that may arise.

All children in our nursery are very young and therefore need to learn what is considered to be an acceptable standard of behaviour. They need to learn to share, take turns, and be able to distinguish between what is right and wrong and what is safe and unsafe to do. To do so we use a range of books, puppets and activities that promote positive behaviour.

We believe that by working closely with parents and each other, we can resolve most examples of challenging behaviour and help the children to develop social skills and become confident and caring. We modify identified goals and boundaries to take account of parental expectations and wishes.

The way of dealing with problem behaviour is well known to all members of staff and put into practice. The named behaviour management member of staff is Sue Christie.

While dealing with challenging behaviour, members of staff always take into consideration the children's age and the stage of their development.

Ways of dealing with challenging behaviour:

- Knowing that children learn very quickly to imitate adults, we always set a good example.
- We praise rather than criticise. We always show interest in what children are doing, and praise them with a smile.
- We realise that each child is different and therefore, we are reasonable in what to expect from them.
- We set very clear rules and boundaries and stick to them rigidly.
- We always act on our promises to a child (e.g. a punishment or reward) so that they know exactly where they stand and that there are consequences for their actions.
- We offer explanations to the children so that they know what they have done wrong and why.

If a child's behaviour is unacceptable despite all warnings, she/he might be withdrawn from an activity he/she is doing. The child is then asked to sit separately on a chair within sight of a member of staff for a few minutes. A member of staff always explains to a child that it is his/her behaviour not him/her that is bad.

While dealing with challenging behaviour, members of staff are not allowed to:

- Shout, swear, ridicule or reject a child.
- Punish physically or threaten to do so.
- Withhold meals or drinks.

In case of a tantrum, members of staff must:

- Stay calm and not provoke a child.
- Give a safe space to a child.
- Offer a hand to hold if a child needs it.
- After a tantrum offer a hug and ask a child if he/she wants to talk about it.

In case of any misbehaviour or a tantrum, parents of that child and members of staff are always informed to that a consistent approach can be made . However, it is not only misbehaviour which is reported, all positive aspects of behaviour are also shared with the parents and staff members.

Ways of rewarding and praising children good behaviour:

- smiles
- stickers
- reward chart.
- extra computer time or a favourite activity
- certificates
- smiley faces
- giving a choice of an activity or a story
- verbal praise ( always tell the child what you are praising him/her for e.g. 'Well done Clara for tidying up the dolls' as this will give a much clearer not only to the target child but also the children standing nearby.

Policy review date	Name and signature