**Policy on Behaviour Management**

**General**

At Monique’s, we are committed to establishing a learning environment that promotes positive behaviour and relationships where children treat each other with care and respect. We have an inclusive setting that supports all children as they take increasing responsibility for themselves and their actions, and consider the welfare and wellbeing of others.

Undesirable behaviour within the context of the nursery includes all forms of discriminatory comments, verbal & physical bullying, racism, swearing, together with all forms of dangerous, aggressive, or otherwise unacceptable physical behaviour. This applies to staff, students, volunteers, visitors, parent/carers and children.

Any instance where physical intervention is used (where practitioners use reasonable force to prevent children/staff from injuring themselves, others or damaging property) will be recorded into the incident book and the cow Folder located in the kitchen. Safeguarding procedures will be followed if there are any concerns as a result of the need for physical intervention.

**Children**

Desirable behaviours are encouraged through positive reinforcement since children respond better to praise than to criticism.  For those children who may display inappropriate or undesirable behaviours, the sanctions applied will be fair and take into account the age and stage of development of the child.

Redirection of disruptive children to a more appropriate activity should be the norm.  Children who have been stopped from an activity need something to take its place.

The child will always be told why his / her behaviour is not acceptable and the reason for applying a particular sanction.  Where necessary, the child will be removed from the situation and allowed time to reflect on their behaviours with a member of staff. At Monique’s, we encourage the children to develop conflict resolution skills, and will therefore encourage children to formulate ways to bring the incident to a happy close.

Physical punishments, including all varieties of corporal punishment as described in the Childrens’ Act 1989, breach both the philosophy of the nursery and the law of the land. ***Nursery staff will not punish a child using physical force under any circumstance.***

In the event that a child repeatedly displays wholly inappropriate behaviours, parents will be invited in for a discussion. It may be appropriate for the ABC Chart (See Bullying Policy) to be implemented in the first instance, which will be put in place with parental permission. If required so that targeted support can be put in place. This will be done by the childs’ key person with support from the SENCo. The SEN Policy (APPENDIX 1) will then be followed.

**Staff / Students / Volunteers / Visitors**

It is central to the philosophy of the nursery that all staff should be positive at all times towards the children, towards each other and towards the nursery.  This sets an example to the children and promotes an atmosphere of professionalism.  Any issues or problems arising with children, other members of staff or parents should be discussed in private with the head of the nursery, Sarah-Rose, who is responsible for behaviour management.

We recognise and appreciate that children mostly learn their language, morals and behaviours from their surrounding adults, therefore the role we play is vitally important in their development. Staff, students, and volunteers are asked to promote the use of positive language in all situation, where it is reasonable to do so.

**Procedures for dealing with Undesirable Behaviour**

Unacceptable behaviour within this context includes any form of racist, sexist, ageist, religious comments, verbal bullying, swearing and any physical trauma caused by one child to another.

Any unacceptable behaviour by a child will be dealt with by nursery staff in the following way:

* An immediate verbal response to the action.
* A gentle explanation to the child as to why the behaviour was unacceptable.
* If unacceptable behaviour persists, the child will be withdrawn from the activity/group for a short period.
* If necessary a child may be directed to another space away from the activity or group with a member of staff.
* Parents will be informed if staff feel that a child’s behaviour is particularly worrying. If staff feel behaviours are of a safeguarding concern, safeguarding procedures will be initiated.
* Nursery staff and parents will work together to promote wanted behaviour.
* If the behaviour is persistent and repetitive, staff will use ABC to monitor and track what precedes the behaviour, what the behaviour actually was and the consequence of the behaviour.
* LIFT (Local Inclusion Forum Team) meeting may be necessary, with parent permission.
* Everybody, nursery staff and parents, will be consistent in their approach to behaviour management working together to improve outcomes for the child.
* Incidents should be recorded in the incident book kept by the phone in the kitchen.