

University of Warwick Nursery

Behaviour Management Policy

“Providers are responsible for managing children’s behaviour in an appropriate way.”

(EYFS 2012, pg 26)

At the University of Warwick nursery we believe that children, who acquire the ability of self-discipline and learn to balance the needs of others feel good about themselves and become increasingly more independent.

Early Years Practitioners (EYPs) must be flexible with their behaviour management and adapt it according to the developmental stage of individual children. We recognise that children need clear and consistent rules and boundaries in order for them to learn to control their own behaviour. When a rule or boundary is imposed the reason behind it will always be stated. All team members must work in conjunction with each other when managing behaviour as inconsistencies will leave children confused.

It is important that every adult who comes into contact with the children models appropriate behaviour so that the children have clear and positive examples to follow and learn from.

It is equally important that children’s positive behaviour is acknowledge and celebrated.

The Behaviour Management Coordinator in the nursery, Sarah Birrane, works with the management team to ensure all EYPs are adhering to the nursery policy and to cascade new or existing information throughout the staff team. The behaviour Management Co-ordinator will access training as required to ensure her skills and knowledge is up to date and takes into account any relevant changes.

The skills and knowledge of the co-ordinator will be sufficient to provide advice and support to other members of staff on specific behaviour issues.

In the event that a child is not responding to strategies introduced by the co-ordinator s/he should seek support and advice from a behaviour management specialist such as the area SENDCo team.

A guideline for behaviour management practice

When inappropriate behaviour occurs EYPs must deal with it effectively and appropriately. The EYP must explain to the child why the behaviour was unacceptable and give the child a consequence if the behaviour is repeated.

For example: *If a child throws scissors, the EYP should remind the child that we do not throw scissors because they could harm another child and if they continue to do so then they will not be allowed to use them.*

The EYP must follow through on this consequence as children will come to understand that staff will not tolerate unwanted behaviour.

One example of a consequence for inappropriate behaviour may be to isolate the child from the activity, for example: *If the act of inappropriate behaviour warrants the child to be isolated then EYPs are to use the 'Time Out' approach where the child is removed from play and interaction for a period of time – 1 minute per year of age is appropriate.*

The use of this consequence or any other form of behaviour management must be appropriate to the child's level of understanding.

For example: *If a child deliberately causes harm to another child, and ignores a cautionary warning, the EYP will remove the child and use the 'time out' approach, the reason why the child is being removed should always be explained to the child. When the appropriate time limit has lapsed the EYP must reiterate why the behaviour was unacceptable and the offending child should be encouraged to apologise, where it is appropriate to do so, and help them see their actions have made others sad or hurt. When removing a child from an activity it is important that the child should remain within the view of the EYPs at all times; it is not appropriate for the child to be placed outside of the playroom.*

<p>An EYP will never use physical harm to manage a child's behaviour nor should they shout</p>

We believe that it is unnecessary to use any form of physical intervention in order to control a child who is demonstrating unacceptable behaviour, however, it may be necessary to restrain a child in order to prevent him or her from causing physical harm to themselves or another person. In this case the restraint will be appropriate to the child's size and stage of development, will consist of holding a child still to prevent them from causing harm for a limited time period and releasing them as soon as the child is calm. In the event that this method of behaviour management is used, an account of the circumstances leading up to the event should be recorded on an incident sheet and the parents asked to sign the record to confirm they have been informed.

In an effort to manage children's behaviour positively any significant incidents of unwanted behaviour will be recorded and parents asked to sign these records.

Our ultimate aim is to work in partnership with parents and adhere to the guidelines and advice within the Early Years Foundation Stage practice guidance and statutory framework (2012).