

## **Behaviour Management Policy (updated Mar '23)**

Within our group we have an agreed policy on acceptable and unacceptable behaviour affecting all members-children, staff, and parents. We want both you and your children to feel safe and secure and expect everyone to use socially acceptable behaviour and language.

Young children learn and develop rapidly, practising and testing out social skills within their play and daily activities. Skilled and experienced practitioners provide high expectations, clear guidance, secure boundaries, and positive reinforcement, to nurture and guide this development. We recognise that children need freedom and flexibility to make their own creative decisions, within the wider framework of routines and expectations, and be helped to feel empowered and supported to flourish as individuals.

Unacceptable behaviour includes any physical harm or damage, or likely damage, caused to another person or object. It also includes the miss-use of language (i.e. swearing) and subtle/indirect negative behaviour such as excluding others.

Some ways we guide children's behaviour is by re-direction, distraction or re-stating our expectations clearly. Children will be helped to make choices and decisions on how to manage/change their behaviour, which could be moving away from an activity or choosing an alternative. We give explanations of the consequences of undesirable behaviour on others, seeking to encourage empathy, care and understanding. If a child still isn't responding to attempts to find a solution, staff will need to make choices for them and explain why.

Staff do not use any form of physical intervention, in terms of restricting/directing movement, unless it is necessary to prevent personal injury to the child, other children or staff or serious damage to property or to manage children's behaviour if absolutely necessary. In such cases the incident will be recorded and the parent/carers informed.

Staff work closely with parents/carers and other professionals, to help understand and support children's behavioural needs. We look out for changes in circumstances or behaviour that is 'out of character,' trying to understand the bigger picture. We may identify trigger factors and look at how to help or address them.

All children affected or involved in any negative behavioural circumstance will be supported, comforted, and helped to move on. Parents and carers will be kept informed of any significant issues relating to their child's behaviour. Please do also let us know of any changes in behaviour, home situations or health.

Pam Grosvenor is the setting's Behaviour Management Co-ordinator.