



## Behaviour Management Policy

At Creative Stars, we believe that by having high expectations, as well as a positive and consistent approach to behaviour management that is understood by all, we will foster an environment that encourages good behaviour. We also believe that consistent experience of good teaching promotes good behaviour.

We recognise the importance of ensuring all children understand our expectations and of teaching them how to behave well. We expect all staff, parents and volunteers in our setting to act as good role models for our children.

### Aims

- Create a safe, happy and stimulating environment where effective learning can take place
- Encourage mutual respect between all members of our community
- Ensure an open and honest partnership with parents and carers and a sense of shared responsibility
- Promote a sense of collective responsibility for children by all members of staff
- Manage conflict using a restorative approach wherever possible
- Develop in children a sense of self-discipline and acceptance of responsibility for their own actions.

### Objectives

- To enable children to achieve a sense of self-worth through being valued
- To maintain a positive ethos where we encourage wherever possible
- To ensure all children understand and follow our rules
- To use a clear range of rewards and sanctions applied fairly and consistently by all staff
- To deal calmly and fairly with any incidence of inappropriate behaviour.

### Working with Parents

We promote positive relationships built between home and nursery which helps behavioural difficulties to be overcome.

The nursery's Behaviour Management Policy is given to all parents as part of their induction pack. They are asked to sign a Parental Agreement which outlines the expectations of the parents, child and nursery and indicates their willingness to support the nurseries approach to behaviour management.

### Our Rules

- We are kind to each other
- We walk inside
- We share everything at nursery
- We are respectful and polite
- We try our best
- We take care of our toys
- We value all of our community

### Encouraging Good Behaviour

In the Early Years Foundation Stage (EYFS) a significant amount of time is spent in supporting children to develop their personal and social skills and in teaching them to begin taking responsibility for their own actions. We



encourage good behaviour by making it clear how we expect children to behave and by explaining what good behaviour looks like.

## Rewards

We acknowledge good behaviour achievement in many ways:

- With a smile or positive comment
- Encouragement stamps and stickers
- celebration boards
- Star of the week/ special person
- Rewards.

## Managing Unacceptable Behaviour

When unacceptable behaviour occurs, various systems operate to help resolve this. In the first instance a child would be reminded how to behave and would be helped to make amends.

Staff will:

- Allow a child time to calm down if necessary.
- Listen to what is being said and establish the facts.
- Ensure the child understands that it is the behaviour that is disapproved of and not the child him/herself.
- Help the child to take responsibility for his/her behaviour.

## Sanctions

Sanctions may also be needed depending on the severity / nature / occurrence of the behaviour. Sanctions include:

- Time out
- Being sent to another room
- Being sent to the Manager.

An incident log is kept in the office. This enables behaviour to be monitored and any patterns/trends to be identified. Where necessary the nursery will discuss behavioural concerns with parents/carers and will work closely with them to improve the situation.

**Use of Reasonable Force** In the event of a child exhibiting very aggressive and physical behaviour which is causing harm to themselves or others, he/she should be told immediately to stop. If the child refuses and the situation continues, then reasonable force to control or restrain the child may be used. Reasonable force or restraint should only be used as a last resort. A second adult must be called and be present. All senior leaders are given training in Physical Intervention and should be the lead adult responding to a child where physical intervention is needed.

**Exclusion from Nursery** Exclusion would be the final step in a process for dealing with extreme behavioural issues, usually following a range of strategies that have been tried without success. The decision to exclude a child is always a serious one and is never taken lightly.

**It will only be taken if:**



- There is a serious breach of the nurseries behaviour policy; and
- If allowing the child to remain in nursery would seriously harm the education or welfare of the child or others in the nursery.

Only the Managing Director may exclude a child.

Parents are expected to attend a meeting with the Manager.

A decision to exclude a child permanently would be avoided wherever possible. It is an acknowledgement by the nursery that it has exhausted all available strategies for dealing with the child and would normally only be used as a last resort.

**Bullying:** We acknowledge that bullying occurs within our society and that this can take different forms. Please refer to the Nursery's Anti-Bullying Policy for further information and guidance.

**Racism:** We oppose racism and any form of racist behaviour. We regard this as extremely serious and will always take a stand against it. Any threat or attack, both physical and verbal, against individuals or groups, because of colour, race or faith, is not acceptable in our nursery. Any incident of this nature should be reported and recorded to determine what action should be taken.

**Extremism and Radicalisation:** We oppose extremism and radicalization in any form. We regard this as extremely serious and will always take a stand against it. Any threat or attack, both physical and verbal, against individuals or groups, because of colour, race or faith, is not acceptable in our nursery. Any incident of this nature should be reported and recorded to determine what action should be taken. Please refer to the nursery's Prevent Policy for further information.

**Staff Training:** New staff receive information and guidance on the nursery's policies as part of their induction training. Expectations are also clarified at the start of each academic year. Opportunities are provided for whole staff as well as individual training on behaviour management techniques as appropriate.

**This policy was reviewed on: 16.09.21**

**Date of next review: 16.09.22**