

**Behaviour Management Policy Ladybirds Daycare Ltd**

 **October 2020**

The aim of Ladybird’s Nursery, is to encourage the children to respect themselves, others around them and their property.

Ladybirds believe that children flourish best when there are clear expectations of behaviour, there are set boundaries of behaviour for their own safety and safety of peers, these are followed in a way which helps children to develop a sense of significance which helps the child’s behaviour both in their own environment and those around them.

Restrictions on the child’s natural desire to explore and develop their own ideas and concepts are kept to a minimum.

Discipline in the nursery involves early intervention to prevent disagreements children cannot handle, discouraging unacceptable behaviour and being positive about good behaviour.

This involves-

Recognising the individuality of all our children

Encouraging self-discipline, consideration for each other, our surroundings and property

Praising children and acknowledging their positive actions and attitudes, therefore ensuring that children see that we value and respect them

Promoting non-violence and encouraging children to deal with conflict peacefully.

Providing a key worker system enabling staff to build a strong and positive relationship with children and parents

Having a named person as the Behaviour Lead (Tanita Spear), who has overall responsibility for issues concerning behaviour.

In all interventions within the nursery our approach will be one of,

* Encouraging the child to realise that what he/she has done is not acceptable behaviour and why, encouraging the child to say sorry.
* Physical punishment such as smacking or shaking will be neither used not threatened however in some situations it may be necessary to use restraining action in an emergency to prevent personal injury.
* Staff will not raise their voices in a threatening way
* Parents will be informed if their child is unkind to others or if their child has been upset

If the child’s behaviour escalates or does not improve practitioners will

* Warn the child of removal from activity/play
* If there is no to little improvement in the child’s behaviour the child will be moved from the activity and offered a different play opportunity/ activity
* Practitioners will also discuss with the child their behaviour and their feelings, after this ‘thinking time’ the child will be welcomed back to the initial activity/play

Our aim is to show the child that the behaviours displayed is unacceptable.

In reoccurring inappropriate behaviours, behaviour logs will be issued these help to identify any trigger/ patterns – timings, causes. Behaviour logs will only be issued and used with written consent from parents.

Parents are encouraged to discuss with staff any concerns they have with regards to their child’s behaviour.

Ladybirds believes strongly in a policy of positive support to correct a child displaying disruptive or unacceptable behaviour. We will not allow any form of physical or verbal admonishment under any circumstances. Restraint will only ever be used where we feel that there is a risk to the child himself, other children or staff from the behaviour.

Within the nursery all behaviour management is monitored and supervised by Courtney Norman.

Behaviours considered to be unacceptable are:-

**Physical Abuse** including: biting, hitting, punching, pinching, scratching, kicking and pushing.

**Spitting**

Destructive **(improper) use of toys, equipment or materials**

**Verbal Abuse** including racist or sexist remarks and name calling.

**Bullying** defined as persistent name calling, minor harassment (such as taking things, toys etc away from someone) and more major incidents involving physical violence or a group of children picking on one child. Bullying takes many forms, physical, verbal or emotional but is always a repeated behaviour that makes others feel uncomfortable or threatened.

By positively promoting good behaviour, valuing co-operation and a caring attitude we hope to ensure that children will develop as responsible members of society.