



Holly Hill Nursery

BEHAVIOUR MANAGEMENT POLICY

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<b>Policy title</b>	BEHAVIOUR MANAGEMENT POLICY
<b>Policies that inter-relate</b>	
<b>Date of last review</b>	November 2018
<b>Reviewer name and position</b>	Kirsten Swales - Teacher June Allport – Manager Jeff Hurst – Company Director Imogen Carr - Teacher Jan Smith - Deputy Manager Imogen Carr - Teacher
<b>Date of next review</b>	November 2019

Version No	Date	Amendments	Authorised by
V.1	Nov 19	N/A original policies	Susan Clarehough
V.2			

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# HOLLY HILL NURSERY

## BEHAVIOUR MANAGEMENT POLICY

Holly Hill Nursery strives to promote positive behaviour by providing a caring, spacious, attractive, calm environment. Offering a variety of activities as well as opportunities for quiet times

Staff treat children consistently with respect and consideration; taking time to listen to the child, thus providing good role models.

Children are encouraged to be independent and caring, showing consideration for both adults and peers in their daily routine.

Holly Hill Nursery rules are simple, fair and certain. Above all they provide a consistent framework to assist children to realise the effects and importance of their behaviour, both in terms of their own environment and that of their peers around them.

These facts are carefully balanced with the need of the child, to express themselves freely, encouraging their natural desire to explore and develop their own ideas

Any sanctions applied in the event of unacceptable behaviour must of course take into account the age and developmental stage of the child.

Recurrent misbehaviour is carefully monitored and discussed with the parents/carers on an ongoing and 'ad-hoc', basis, with a view to helping the child overcome it. Extreme behaviour, such as biting will also be discussed for the same reasons. Observing confidentiality, no other parent will be informed of the identity of the child who has displayed unwanted behaviour towards their child. Although they will be informed of any such re-recurrences and incident forms will be completed for both sets of parents/carers to see.

Harsh physical punishment and verbal abuse can never be justified as ways to discipline children, there for it is totally unacceptable and is not practised. Staff are encouraged not to shout at the children, and no intimidation by fear or embarrassment will be tolerated.

Children will never be labelled "naughty", as invariably it is the act which is unwanted or naughty, not the child.

Items of food or drink will never be withheld or used as bargaining tools. Likewise, no child will be forced to consume anything against their will. Gentle encouragement to 'try', a taste is all the staff will say.

In the case of negative behaviour, our practice is to distract the child, ensuring avoidance of potential danger to themselves or others, or equipment.

We adopt a High scope approach, taking time to ensure the child is aware of why their behaviour is not acceptable, whilst also acknowledging their feelings.

In cases where another child is involved, the child displaying unwanted, negative behaviour is encouraged to imagine how the other child is feeling right now and asked to apologise to them.

Any 'Time Out' means sitting alongside a member of staff where they can interact with a different activity, in order to distract the unwanted behaviour. This is not limited to 1 : 1 staff ration, depending on the situation this can include other children.

See individual room age appropriate strategies

November 2018