



Behaviour Support Policy

Phoenix Education Day Nursery is committed to encouraging socially acceptable behaviour. Our aim is to achieve this through reinforcing and continually praising and rewarding good behaviour and discouraging unacceptable behaviour. We believe that children are happiest when they know how they are expected to behave and that they should be free to play and learn without fear of being unfairly restricted or harmed by anyone, including their peers.

The managers have overall responsibility for issues concerning behaviour and the setting has a designated practitioner responsible for behaviour management issues displayed in reception. All staff will be kept up to date with legislation and research relating to handling children's behaviour. Staff will set a positive example of good behaviour to children by treating children, parents/carers and each other with respect and courtesy.

In our commitment to encouraging good behaviour we use the National Day Nurseries (NDNA) Golden Rules. We believe that from the outset, parents should be aware of the expectations that we have of children's behaviour. We ask that from an early age you discuss and positively encourage the use of these rules at home as well as at nursery to promote good moral and social values and support learning.

What are the Golden Rules?

We listen to people, we don't interrupt
We are honest, we don't cover up the truth
We are kind and helpful, we don't hurt anybody's feelings
We are gentle, we don't hurt others
We try to work hard, we don't waste time
We look after property, we don't waste or damage things.

Dealing with unacceptable behaviour

Staff will never use (or threaten the use of) any form of physical punishment or mental sanction. This includes all forms of smacking, pushing, shaking, humiliation, isolation or intimidation. Staff will not shout nor raise their voice in a threatening way in response to inappropriate behaviour.

1. All unacceptable behaviour will be dealt with in a way which is appropriate to the age and stage of development of the child. Staff throughout the nursery will use the same conduct; calm, firm instruction "stop" accompanied with a stop hand signal, this will be followed by a short clear instruction for example "feet on floor". Staff will then aim to distract, discuss or withdraw the child from the situation.
2. If a child can understand that their behaviour is inappropriate or anti-social, then they will be encouraged to apologise to the other child or member of staff that has been affected.

3. If the behaviour is harmful or rude then staff will take time to discuss this with the child to explain why the behaviour is inappropriate and encourage the child to understand any harm caused.
4. If inappropriate behaviour persists then the child will be encouraged to have some 'calm down time' away from the situation to take time to reflect on their behaviour and actions. This may include sitting quietly or completing a small activity in a quiet area of the room for a short amount of time and to return to previous activities when the child feels ready to do so. 'Calm down time' will be used with the cooperation of the child to help them identify the need to take some time away. A child will not be left unattended during this time.
5. Parents will always be kept informed of any anti-social or inappropriate behaviour as part of our Partnership with Parents Policy.

If a child displays behaviour that may cause harm to themselves or others then '*physical intervention*' may be used. The purpose of this intervention is to take immediate control of a situation that may cause risk or harm to the health and safety or wellbeing of a child. This can include direct or indirect physical force such as touching, guiding, escorting, holding, restraining or isolation such as 'time out'.

Any form of physical intervention will be:

- for the child's best interest
- reasonable, necessary and proportionate
- combined with other strategies to continually de-escalate
- the least restrictive possible
- for minimum amount of time
- continually monitored for signs of physical harm
- formally recorded as soon as possible after the event

A rapid assessment of risk will be carried out before any decision is made for physical intervention and will be recorded on a Physical Intervention Form along with other actions used. This will be completed and signed by staff, managers and parents within good time of the event so that all parties are informed. In an emergency situation the recording can be made retrospectively. In the event of an injury caused through physical intervention the Accident Policy will be followed.

If there appears to be a continual pattern developing regarding a certain type of anti-social behaviour staff will do their best to help resolve the issue by:

- Holding a discussion held between room staff and the parent after each session to discuss the day's behaviour and any physical intervention or 'calm down time' used.
- A Behaviour Observation Sheet will be completed daily to try to discover any pattern or cause of the anti-social behaviour.
- If the area of behaviour shows no improvement, a meeting will be held between parents/carers and the manager.

- A written agreement will be devised between the manager and the parents to state the need for cooperation from both parties along with a Behaviour Management Plan that is to be followed in future weeks.
- Weekly meetings will be held between the manager and the parents to discuss progress.
- If there is no improvement over an agreed period, ultimately, time away from nursery may be recommended to help both your child and those affected.

General

We understand that managing behaviour in young children can be difficult but we have to act within the best interests of all the children in our care and their parents/carers who are involved at the time, as recommended by Ofsted. It is often found that such behaviour can be understood e.g. the birth of a new baby within the family or a change of circumstances at home. Good relationships with parents/carers can only serve to promote acceptable behaviour. We ask that as parents/carers, you let us know of any concerns that you may have within the nursery environment.

Guidance or referrals will only take place with full approval of the parent and at no time will a child be discriminated against due to their behaviour, and our Equal Opportunities Policy will be followed at all times.

Name of child:		Date:	Time:
Circumstances that necessitated Intervention:			
Location:	Method:	Length of time:	Any injuries sustained by adult or child:
Follow up:			
Name of intervening staff:		Parent/carer signature:	
Signature:	Date:	Relationship to child:	Date:
Name of witness:		Name of Manager:	
Signature:	Date:	Signature:	Date:

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