



BEHAVIOUR MANAGEMENT POLICY

Brockham Green Nursery aims to provide a happy, caring and safe environment within which all children can learn and develop as they play. We will ensure that any discipline used will be appropriate and not physical. We recognise that staff giving comfort by holding a child when they are distressed or upset does not constitute physical restraint.

Within the environment:

- Children will be encouraged to respect staff and each other
- Children will be encouraged to value the resources, toys with which they work
- Each individual child is expected to behave in a manner which allows all children to feel valued and secure

Kim Peters is the named Behaviour Officer

Kerri Johnson is the named Deputy Behaviour Officer

Procedures Relating to behaviour

- Staff will praise and reinforce good behaviour.
- Staff will encourage sharing.
- Staff will encourage negotiation.
- Staff will set a good example at all times.
- Staff will consult with children about “rules”.
- Staff will help children to understand the effects of their behaviour on others.
- Staff will help children to challenge bullying, harassment and name calling.
- Staff will encourage children to take responsibility – for example helping to tidy up.
- Staff will reassure children that they are always valued as individuals, even if their behaviour may be unacceptable.
- Staff will recognise that children are learning to deal with a range of emotions and feelings, acknowledge those feelings and work with children to find constructive solutions.
- Staff will clearly explain to children why behaviour is unacceptable and warn them that if actions are repeated the child will be taken to the thinking chair for an age-appropriate time to consider their actions.
- Staff will not discuss a child’s behaviour with other staff or parents in front of the child or others.
- Staff will help children to find solutions to conflict.
- Staff will be consistent in applying agreed procedures.

Procedures Relating to Discipline

- Staff will deal with disruptive behaviour within the early stages.
- Staff will diffuse situations by redirecting a child's attention and energies to alternative activities, with the aim of avoiding confrontation and major breakdown in discipline.
- In rare instances, where a child's behaviour becomes a threat to other children or to the smooth running of the Nursery, the child may be removed to another part of the room where a member of staff is able to speak quietly with them.
- Parents will always be informed where a child's behaviour gives cause for concern.
- **Physical punishments will never be used within the Nursery and staff do not threaten corporal punishment.**
- **Children will never be shaken.**
- Staff will only use physical intervention in appropriate circumstances such as in order to:
 - Prevent an accident – such as a child running into the road
 - Prevent injury or damage – such as when a child is having a temper tantrum
- If any situations occur, where physical intervention is deemed appropriate or necessary, they must be recorded in the accident/incident file and signed by the parent. The following must be recorded:
 - The child's name
 - The time and location of the incident
 - What triggered the incident
 - The nature of the incident
 - Others involved in the incident
 - Any witnesses
 - How the situation was handled
 - What form of restraint was used
 - Any consequences
- The Nursery Supervisor will take overall responsibility for all behaviour management issues.
- The Staff will not raise their voice when children are behaving inappropriately.

This Behaviour Management Policy is also linked to the Nursery's Safeguarding Children, Staffing, Confidentiality, Risk Assessment and Complaints Policies.

Links to legislation

- * Children Act 1989 and 2004
- * Conventions on the Rights of the Child, UNICEF 1989
- * Data Protection Act 1998
- * Employment Equality (Religion or Belief) Regulations 2003
- * Employment Equality (Sexual Orientation) Regulations 2003
- * Every Child Matters – Change for Children 2004
- * Freedom of Information Act 2000
- * Race Relation Act 1976
- * Race Relations Amendment Act 2000
- * Sex Discrimination Act 1975 and 1986
- * Sex Discrimination (Gender Reassignment) Regulations 1999
- * The Human Rights Act 2000
- * Statutory Framework in Early Years Foundation Stage (EYFS) 2021

Useful websites:

Kidscape: www.kidscape.org.uk

Directgov: www.direct.gov.uk

ACAS: www.acas.org.uk

Unicef: www.unicef.org.uk

Childline: www.childline.org.uk 0800 1111

EYFS: www.foundationyears.org.uk

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