**Denbigh under Fives Behaviour Management policy**

**Policy statement**

At Denbigh we aim to promote positive behavior, co-operation and a caring attitude to make sure that personal, social and emotional needs of the children are met. We have clear and developmentally appropriate expectations for children’s behavior. Being a setting characterized by cultural diversity, we recognize that codes for interacting with other people vary between cultures and require staff to be aware of - and respect - those used by members of the setting.

Children need to learn to consider the views and feelings, needs and rights of others and the impact that their behavior has on people, places and objects. This is a developmental goal that requires support, encouragement and setting the correct example and is amongst our long term goals regularly included in our planning and teaching.

**Designated Person**

There is a named person who has overall responsibility for our programme for supporting personal, social and emotional development, including issues concerning behavior. This person is the manager Liliana Carretero.

We require the named person to have received the appropriate training to keep herself up-to-date with legislation, research and thinking on promoting positive behavior and on handling children's behavior where it may require additional support as well as to check that all staff have relevant in-service training on promoting positive behavior.

**Promoting Positive behavior**

* We have developed our “Kind Hands” rules for the setting. These are explained to anyone and reconsidered annually with the children
* We have posters and displays of our rules in a pictorial format as a visual reminder for the children.
* All adults in the setting ensure that the rules are applied consistently so that children have clear boundaries and know what to expect
* We try to have rules that demonstrate a positive behavior rather that a negative one example, we would say *we wait for our turn* instead of *don’t push*
* We never call children naughty.
* We encourage and teach children to respect the nursery resources and staff
* We require all staff, volunteers and students to provide a positive model of behavior by treating children, parents and one another with friendliness, care and courtesy, modeling polite manners such as saying *please* and *thank you*
* We acknowledge and encourage desirable behavior such as kindness and willingness to share.
* We support each child in developing self-esteem, confidence and feelings of competence.
* We support each child in developing a sense of belonging in our group, so that they feel valued and welcome.

**Strategies with children who engage in undesirable behavior**

* We require all staff; volunteers and students to use positive strategies for handling any inconsiderate behavior, by helping children find solutions in ways, which are appropriate for the children's ages and stages of development. Such solutions might include acknowledgement of feelings, explanation of what was not acceptable and supporting children to gain control of their feelings so that they can learn a more appropriate response.
* When issues of conflict arise over sharing and turn taking we support children with negotiation and so not step in to take over too quickly. This allows children time to sort out their issues independently.
* We avoid creating situations in which children receive adult attention only in return for undesirable behavior. **Planned ignoring**, is used in response to challenging behavior that seeks to receive attention or to gain a reaction from others. It is a commonly used strategy when the person displaying the attention seeking behavior would feel rewarded even by a negative response
* We use natural and logical consequences strategies, explaining to children that if they continue the undesirable behaviour something might be broken or damaged and therefore no longer available or someone might be hurt or unhappy (natural consequences) Logical consequences usually involve taking away a privilege for a certain period of time.
* When children behave in undesirable ways, we give them one to one support by an adult to help them to understand the outcomes of their action, the feelings of others and to learn how to cope more appropriately. Where appropriate this might be achieved with a period of time out with an adult.
* We never send children out of the room by themselves, nor do we use a ‘naughty chair’ strategy that excludes children from the group.
* We never use physical punishment, such as smacking or shaking. Children are never threatened with these.
* We do not use techniques intended to single out and humiliate individual children.
* We use physical restraint, such as holding, only to prevent physical injury to children or adults and/or serious damage to property and for the child’s own safety.
* Details of such an event (what happened, what action was taken and by whom, and the names of witnesses) are brought to the attention of the manager and are recorded. Where appropriate the child’s parent is informed on the same day. (Physical restraint book)
* In cases of serious misbehavior, such as racial or other abuse, we make clear immediately the unacceptability of the behavior and attitudes, by means of explanations rather than personal blame.
* We do not shout, raise our voices in a threatening way or use inappropriate hand gestures to respond to children's inconsiderate behavior.
* We recognize that very young children are unable to regulate their own emotions, such as fear, anger or distress, and require sensitive adults to help them do this.
* Common inconsiderate or hurtful behaviors of young children include tantrums, biting or fighting. Staff is calm and patient, offering comfort to intense emotions, helping children to manage their feelings and talk about them to help resolve issues and promote understanding.
* Unacceptable language such as swearing is discussed with children and parents informed if it persists. We may need to use the swear word so that children know what word is unacceptable at nursery. We encourage other children to say that they don’t want to hear that word.

**Implementation of the policy**

* We familiarize new staff and volunteers with our Behavior Management Policy during their induction period
* We expect all members of our school - children, parents, staff, volunteers and students - to keep to the guidelines, requiring these to be applied consistently.
* We work in partnership with children's parents. Parents are regularly informed about their children's behavior by their key person. We work with parents to address recurring undesirable behavior, using our observation records to help us to understand the cause and to decide jointly how to respond appropriately.

This policy was adopted at a meeting of Denbigh under Fives Pre-School

held on.......................................................

Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

This policy will be reviewed annually, or as and when appropriate.

###### Date for Review :