



Behaviour Policy

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St Francis Nursery is committed to fostering a nurturing, respectful, and inclusive environment where all children feel safe, valued, and happy to learn and play. This policy outlines our approach to promoting positive behaviour and managing challenging behaviour effectively, in line with the Early Years Foundation Stage (EYFS) Statutory Framework.

1. Introduction and Purpose

The purpose of this policy is to create a consistent framework for behaviour management that supports children's personal, social, and emotional development. We believe that children thrive in an environment where expectations are clear, boundaries are consistent, and positive interactions are modelled and encouraged. This policy aims to:

- Promote self-discipline, respect for others, and empathy.
- Encourage positive social interactions and conflict resolution skills.
- Ensure a safe and enjoyable learning environment for all children and staff.
- Provide clear guidance for staff on promoting positive behaviour and addressing challenging behaviour.
- Work in partnership with parents/guardians to ensure consistency between nursery and home.
- Comply with statutory requirements, including the EYFS Statutory Framework.

2. Scope

This policy applies to:

- All children attending St Francis Nursery.
- All staff members (employees, volunteers, temporary staff).
- All visitors, including parents/guardians, while on nursery premises or participating in nursery-organised activities.

3. Principles of Behaviour Management

Our approach to behaviour management is underpinned by the following principles:

- **Positive Reinforcement:** We focus on praising and rewarding desired behaviours to encourage their repetition, rather than solely focusing on negative behaviours.
- **Clear Expectations:** We establish simple, consistent, and age-appropriate rules and routines that children can understand.
- **Consistency:** All staff members apply the policy consistently to provide a predictable environment for children.
- **Behaviour as a Communication :** We seek to understand the underlying reasons for challenging behaviour (e.g., tiredness, hunger, frustration, communication difficulties, developmental stage) and address these root causes.
- **Respect and Empathy:** We treat all children with respect, encouraging them to share their feelings and helping them to understand the feelings of others.
- **Individualised Approach:** We recognise that each child is unique and may require different strategies based on their developmental stage, individual needs, and circumstances.
- **Collaboration:** We work in partnership with parents/carers to ensure a consistent approach to behaviour management.

4. Promoting Positive Behaviour

- **Positive Role Modelling:** Staff consistently model respectful, kind, and cooperative behaviour.
- **Clear Rules and Routines:**
 - Rules are kept to a minimum, are positively phrased, and displayed visually.
 - Consistent daily routines provide predictability and reduce anxiety.
- **Praise and Encouragement:**
 - Specific and genuine praise is given for effort, good choices, and positive actions.
 - Achievements, no matter how small, are celebrated.

- **Providing a Rich and Stimulating Environment:**
 - A varied range of age-appropriate activities and resources are available to keep children engaged and minimise frustration.
 - Adequate space and appropriate supervision are provided.
- **Developing Social and Emotional Skills:**
 - Staff actively teach and facilitate sharing, turn-taking, cooperation, and empathy through play and discussions.
 - Children are supported in forming positive relationships with adults and peers.
 - Children are encouraged to try new activities and become independent and resilient.
 - Children are supported in expressing their feelings appropriately.
 - Conflict resolution skills are taught and practiced.
- **Building Strong Relationships:** Staff build secure and positive relationships with all children, making them feel safe and connected.

5. Managing Challenging Behaviour

When challenging behaviour occurs, our approach is to respond calmly, consistently, and with the child's developmental stage and individual needs in mind.

For behaviour that is persistent, severe, or poses a risk to the child or others, a more structured approach will be taken:

1. **Observation and Documentation:** Staff will carefully observe and record specific instances of the behaviour, noting triggers, time, location, and responses. This helps identify patterns and potential underlying causes.
2. **Staff Discussion and Strategy Development:** The key person, in consultation with the Nursery Manager and other relevant staff, will discuss observations and develop an individualised strategy plan. This might include:
 - a. Adjusting the environment.
 - b. Changing routines.
 - c. Implementing specific positive behaviour support techniques.
 - d. Increasing one-to-one attention.

3. **Parental Involvement:** Parents/carers will be invited to discuss the concerns and collaborate on a consistent approach between nursery and home. Their insights into the child's behaviour and triggers are invaluable.
4. **Individual Behaviour Plan (IBP):** If the behaviour persists, an Individual Behaviour Plan may be developed in consultation with parents. This will outline specific strategies, targets, and review dates.

6. Bullying

St Francis Nursery has zero tolerance for bullying in any form (physical, verbal, emotional). While true bullying (repeated, intentional harm by an imbalance of power) is rare in very young children, we take all instances of unkind or aggressive behavior seriously.

7. Physical Intervention

Physical intervention will **only** be used as a last resort, when absolutely necessary, to prevent a child from:

- Harming themselves.
- Harming other children or adults.
- Causing serious damage to property.

Any physical intervention used will be the minimum force necessary, applied for the shortest possible time, and in a way that respects the child's dignity. Only trained staff should use physical intervention, where possible and the incident must be documented (on Nursery in a Box) and parents/carers must be informed.

8. Working with Parents/carers

We believe that a consistent approach between nursery and home is vital for a child's positive behavioural development. We will work in partnership to address concerns and support families.

9. Roles and Responsibilities

The Nursery Manager has overall responsibility for the implementation and effectiveness of this policy. This includes staff training, guidance and working with parents/carers.

All Staff Members are responsible for acting in line with this policy and informing the nursery manager of any concerns at the earliest opportunity.

Parents and carers are responsible for supporting the nursery to ensure consistency with staff and communicating any factors which may affect their child's behaviour.