



Behaviour Management Policy

The values which underpin our behaviour management

We recognise the need to set out reasonable and appropriate limits, to help children develop the personal, social and emotional skills needed throughout life, and to manage the behaviour of the children in our care. While setting limits, we keep in mind the importance of developing a child's self-esteem, their sense of personal responsibility and ability to relate to others positively, therefore our approach to behaviour management is through promoting positive behaviour by:

- Reinforcing positive, desirable behaviours and attitudes, by noticing and praising with appreciative comments - when we praise we explain what we are praising, as this helps children understand what behaviours and attitudes are desirable, for example, *"You tried really hard there, didn't you, that's great!"*, or *"That was a really kind of you to find a toy for Daniel!"*, or *"Thank you for waiting while I helped Daniela. You helped me by waiting!"*.
- Giving the children individual attention.
- Setting a good example, being a good role model.
- Listening to what the child has to say.
- Explaining and talking about desired behaviours, for example, by planning the house rules together.
- Avoiding negative words such as "no" and "don't" as much as possible, and replacing it with suggested positive behaviour, for example, rather than *"don't shout"*, we might say *"let's use our indoor voices!"*

We help the children understand our house rules, which are realistic and we are consistent in maintaining them.

We are aware of the different reasons why children may express negative behaviour, such as being upset or frustrated, and will endeavour to keep to routines so that your child feels safe, secure and is not over tired or hungry. We are mindful that each child is at a different stage of development in their understanding, their ability to remember what they were told, and their ability to manage their own feelings. We believe children need warmth and responsiveness to flourish; We do not use punishment or intimidation to manage behaviour.

Our strategies

All children show negative behaviours at times. We use different strategies depending on the age and ability of the child and the situation, such as:

- Distraction - remove the child from the situation and give them an alternative activity, or change of surroundings, for example by taking them outdoors.
- Discussion with the child - if the child is able to understand, we will discuss their behaviour and try and get them to appreciate the consequences of their actions on others. If there is a dispute between children we will describe the problem to help them see each other's point of view, and ask them to suggest a solution - this develops children's awareness and equips them with a problem solving approach to conflict.



- Quiet time - removing the child from the activity and sitting them quietly next to one of us for a few minutes, then discussing the child's feelings and the situation with them, before encouraging them to return to their play activities.

Working together

- All parents/carers receive a copy of our behaviour management policy.
- Wherever possible we try to meet parents/carers requests for the care of their child, according to their values and practices.
- We expect parents/carers to inform us of any changes to the child's home circumstances, care arrangements or any other change which may affect the child's behaviour.
- We work with parents/carers to make sure there is consistency in the way the child is cared for, so that the child does not get confused between the boundaries of the child-minder and home setting.
- We encourage responsibility by talking to the children about choices and possible consequences.
- Concerns that could identify a particular child are kept confidential and only shared with people who need to know this information.
- If we have concerns about an individual child, which are not being resolved, we will ask the parents/carers for their permission to discuss the child with another childcare professional. We may contact the local advisory team.
- If a child expresses negative behaviour, we will let you know by talking to you at collection or by ringing you later in the evening to share with you how the negative behaviour was managed - as some children may become upset if the incident is retold in front of them.
- If on any occasion there was a need for physical intervention to manage a situation or keep a child safe, then this would be recorded, and parents/carers would be informed of this the same day.

If you have any concerns regarding the management of your child's behaviour, please do not hesitate to contact us. It is important that we work together to create consistency for the child.

Policy date:

Review date: