



## Behaviour Management Policy

ToyBox endeavours to create an atmosphere that encourages positive and regulated behaviour. We believe that children flourish best when they know how they are expected to behave, and gain respect through interaction with caring adults who show them respect and value their individual personalities. Children need to have set boundaries of behaviour for their own and others' safety. Within the nursery we aim to set these boundaries in a way which helps the child to develop a sense of the significance of their own behaviour, both in their own environment and those around them.

This policy will help staff identify a whole organisational approach to the management of children's behaviour, including development strategies to be used in response to challenging behaviour, and to involve parents and carers where needed. We expect all children, parents, staff, volunteers and students to keep to the guidelines, requiring these to be applied consistently. New staff and volunteers are familiarised with our behaviour management policy and its guidelines. We also work in partnership with children's parents and carers who are regularly informed about their child's behaviour. The Behaviour Management Policy (BMP) will provide staff with the guidance required to ensure a consistent and positive approach to children's behaviour. Within the setting staff will aim to provide positive role models for the children through their interactions with each other and the other children, and will maintain a happy, caring, structured ethos, conducive to appropriate behaviour. The staff's expectations for children's behaviour should be high and, should at all times be led by example. Staff should aim for children to learn to:

- Separate from parent/ carers confidently and happily.
- Participate in group activities and develop the skills of sharing and taking turns in their play.
- Ask for and be willing to receive help or advice from others.
- Follow simple instructions appropriate to their individual stage of development.
- Enjoy and respond to praise.
- Develop skills of concentration when involved in both self-initiated and adult-directed activities.
- Self – regulate or co-regulate in managing feelings and for staff to give children the safe space to do so.
- Always demonstrate good manners.
- Show consideration and respect for the nursery equipment and resources, and for other's belongings.
- Establish consistency in behavioural responses between home and nursery and when spending time with different adults.

Staff should:

- Recognise the individuality of all our children.
- Support each child in developing self-esteem, regulation, confidence and feelings of competence.
- Provide a key-worker system enabling staff to build a strong and positive relationship with children and their families.



- Work in partnership with parents and carers by communicating openly.
- Praise children and acknowledge their positive actions and attitudes therefore ensuring that children see that we value and respect them.
- Support children to recognise and name feelings and encourage ownership of self-regulation.

By having a Behaviour Management Policy, staff working at ToyBox recognise that most children, at certain stages in their development, demonstrate behaviour that is generally considered “challenging”. On occasion, children may demonstrate challenging behaviour through physical responses such as biting or kicking, or may vocalise their displeasure, for example by shouting. Regardless of their behaviour, all staff are required to respond to children in a calm and positive manner. We use the model of self and co regulation in order to support children. Children are still learning how to manage big feelings and we as adults are here to support that. At ToyBox we try where possible to deescalate a situation before it becomes unmanageable by using distraction techniques or planned approaches agreed by the child’s keyworker.

On the rare occasion de-escalation has failed and children behave in unacceptable way we ensure:

- They should not be singled out or humiliated in any way. The staff within the nursery will redirect the children towards alternative activities and a discussion will take place respecting that child’s level of understanding.
- Staff will not raise their voices in a threatening way.
- Staff will support children to regulate safely and on occasion have a plan in place for individual children that may need extra help.
- Physical punishment such as smacking, or shaking is forbidden to be used or threatened.
- Children should not be physically restrained, unless to prevent physical injury to children or adults and/or serious damage to property.
- Parents will be informed if their child demonstrated challenging behaviours to others or if their child has been upset.

Parents may be asked to meet with staff to discuss their child’s behaviour. Confidential records of challenging behaviour should be kept; parents will be asked to read and sign any entries concerning their child.

## **Bullying**

The staff within the nursery recognise that on occasion, young children may be the victim or perpetrator of bullying. Although it is hoped that such situations will occur infrequently children do need their own time and space, and it is not always appropriate to expect a child to share and it is also important to acknowledge children’s feelings and to help them understand how others might be feeling. However, children must be encouraged to recognise that bullying, fighting, hurting and discriminatory comments are not acceptable behaviour.

Bullying takes many forms, it may be physical, verbal or emotional, but it is always repeated behaviour that makes other people feel uncomfortable or threatened. Staff should ensure sensitivity in their management of any child who bullies another. They should ensure that the inappropriateness of the behaviour and that of the consequences are made clear, considering the child’s maturity and level of understanding. Staff will receive support in developing positive strategies for responding to and managing children’s behaviour by accessing relevant training and support from the manager and deputy manager of ToyBox. Opportunities to develop staff knowledge of effective behaviour management through staff meetings and attending relevant training will be identified and used.

### Ambassadors



Hope



Equality



Love



Patience



Empathy



Democracy

As part of our ethos, we have created a series of ambassadors that represent the core values we like to demonstrate at ToyBox. We use these ambassadors as a tool to gently remind the children of what behaviour is expected at ToyBox. In order to effectively embed our values, we ensure we model each value and what they stand for. We recognise when these are being displayed by the children with reward and praise and remind children of these when they are finding it hard to regulate.

ToyBox aims to:

- Develop a child-centric approach promoting, developing and challenging skills and confidence as successful learners.
- Promote every child as strong, capable and resilient and ready to explore.
- Promote and defend the rights of every child and their families.
- Build a diverse environment that provides safety, security and confident communication.
- Promote a strong sense of community, valuing and incorporating all aspects of children’s lives, building a strong partnership with the wider community and future schools.

**Policy and Procedure reviewed by Gemma Turner June 2023**

**Date of next review: October 2024**