

Highdale Day Nursery
Behaviour Management Policy

Here at Highdale we operate a positive approach towards Behaviour.

- * We believe it is important to promote and encourage wanted behaviour through positive praise and encouragement.
- * Our rules are clear and simple,
PLAY FAIR, PLAY SAFE.
- * We understand that as children become aware of our routine they will learn what is expected of them and also begin to respect the feelings of others.
- * We are committed to working in close partnership with parent / carers, always informing them of any incidents that have occurred regarding their child. Ensuring confidentiality is maintained.
- * Under no circumstances will physical punishment be used or threatened at Highdale, we also have a duty to report any corporal punishment that has been given by a parent or carers to any child.
- * The use of physical intervention can only be justified in exceptional circumstances and must be used as a last resort when other behaviour

management strategies have failed. We will draw up a positive handling plan in respect of particularly challenging behaviour and this will be agreed by all parties.

(Guidance for safer working practice.2015)

* Staff follow the six steps of **Conflict resolution**, and are offered up to date training regularly.

Minor Incidents

Will be dealt with appropriately reflecting the six steps of conflict resolution.

Serious Incidents The child will be given 3 clear warnings that the behaviour is unacceptable and if it persists, the child will be asked to sit in quiet time, while the sand timer is used.

Unacceptable behaviour such as biting and punching, the child will be moved to quiet time and have the situation talked through reflecting on the feelings of all involved. These incidents will be monitored, recorded and parent /carers informed.

If unacceptable Behaviour persists Highdale will work together with parents and relevant outside organisations to encourage wanted Behaviour.