

MALDWYN NURSERY & FAMILY CENTRE

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**Behaviour Policy**

At Maldwyn Nursery and Family Centre we want every member of the setting to feel valued and respected and for each person to be treated fairly. We are a community nursery which is built on mutual respect for staff, children and other stakeholders. It is our belief that children should be cared for in a nurturing positive environment where everyone feels happy, secure and valued to be part of the community.

We acknowledge that at times behaviour will need to be supported by adult intervention, this policy and procedure will guide through this.

The individual responsible for behaviour management is Mr Ian Hancocks- Nursery Manager

**Aims and Values**

At Maldwyn Nursery and Family Centre we are committed to working with partnership with parents and carers to support the holistic development of each child. We aim to provide this by promoting clear, consistent and developmentally appropriate expectations for behaviour through.

* Respect
* Understanding and compassion
* Responsibility- increasing ability to make choices and take responsibilities for their own actions.
* Fairness and equality
* Kindness
* Positive reinforcement

Staff will work as part of a team to ensure the consistent approach is followed.

Staff will attempt to only focus on positive features of the child’s behaviour.

**Behavioural strategies and procedures**

Where negative behaviours are recognised staff will intervene appropriately, in a clear, calm and positive manor, supporting children to reconcile conflict, this will be completed in an age appropriate method.

**Children looking after themselves**

* Focussing on the positive things they do.
* Helping them to recognise feelings and express appropriately.
* Encouraging them to ask for help when required.
* Giving children a voice within the setting.
* Building independence through self help skills.
* Encouraging them to learn from each other and see the good in others.

**Children to care about each other**

* Using conflict resolution and keeping calm.
* Modelling appropriate behaviour.
* Working on reinforcing the understandings of feelings.
* Reflecting back to children.
* Boosting self-esteem.
* Giving time to listen and help acknowledge their responses sensitively.

**Encouraging good manners**

* Saying “good morning” and where appropriate “please” and “thank you” (model the behaviours we want the children to copy).
* Encourage turn taking activities.
* Listening to each other.
* Giving clear messages and setting an appropriate example.

**Caring for the environment**

* Demonstrating how to use equipment appropriately.
* Teaching children about health and safety.
* Helping to mend broken toys and equipment.
* Making the setting as attractive as possible.
* Cleaning tables
* Tidying together
* Displaying children’s work.
* Picking up rubbish.
* Sharing responsibility.

There will also be a regular assessment of the environment to ensure that it is not having a negative impact on behaviour and that all children’ needs are being met.

**Nursery wide rule**

To promote independence, respect of property and others Maldwyn Nursery has one key rule. Once a resource is finished with then it must be put away. This is in order to teach children to look after their environment and respect what they use. This rule will be encouraged as much as possible 3 months to two years, the two year old room will look to implement this rule wherever possible however using their professional judgement in certain situations. This rule will be the key principle of the three year’s room which will largely be non-negotiable. It will be encouraged through positive means of praising others for following the correct procedures and rewarding those that follow the rule.

**Example of behaviour strategies to be used**

Children will display a range of behaviours as they are beginning to understand the world around them especially if they are new to the nursery environment. Staff will be expected to deal with behaviour such as “tantrums”, snatching, walking away at tidy up time etc. The intervention should be low key and may include one of the following.

* Using a positive statement
* Giving choices
* Explaining any consequences
* Having a group discussion or circle time about visual pre-school codes.
* In the event of a child endangering themselves or others a member of staff will escort the child to a quiet safe place to calm down, remaining with them until they are calm while reassuring them.

**More challenging behaviour**

* Labelling the behaviour not the child (e.g “I don’t like it when…….”)
* Use non-confrontational language (e.g “when sand is thrown” instead of “when you throw sand”)

Where behavioural difficulties continue, parent/carers will be invited into the setting to talk with relevant staff. By working together home and the nursery will explore the possible underlying causes and share positive strategies in order to ensure a consistent approach is applied.

**Physical Intervention**

Physical punishment, or the threat of them, are never used. Children are never shaken, smacked, humiliated, shouted at, intimidated or shamed. Adults do not use any form of physical intervention, e.g., holding or restraining, unless it is necessary to prevent personal injury to the child, other children or an adult, or serious damage to property. Any incident is recorded, and the parent informed of the incident on the day.

**Creating a safe environment**

Maldwyn Nursery and family centre does not condone any behaviour management technique which threatens a child, causes them to worry about their safety, to be excluded from the group or made to stand out in a derogatory way, key principles such as food or sleep withdrawn or threatened to be withdrawn. Maldwyn wishes to focus on the positive and create a safe environment for all.

We actively seek appropriate training for our staff to support their skills and knowledge around behaviour management.

This policy has been adopted by Maldwyn Day Nursery and Family Centre

Signed

Ian Hancocks

Manager

February 2022

*Reviewed May 2024- Ian Hancocks Nursery Manager*