



# Behaviour Management Policy

Reviewed date: January 2024

At Bidborough Village Nursery School, our aim is to foster an environment that nurtures growth in confidence, self-esteem, and respect for others, acknowledging the diverse needs and backgrounds of all children in our care. We are committed to promoting a setting where every child feels safe, secure, and understood, aligned with the latest Early Years Foundation Stage (EYFS) guidelines and incorporating principles from the LADO Guidance for Safer Workplace Practices.

## Philosophy and Approach

- **Inclusive Environment:** We strive to create a setting that is inclusive, recognising and celebrating diversity and ensuring every child's right to participate fully in their learning and play, regardless of their background or needs.
- **Positive Behaviour Support:** Our approach to behaviour management is positive, proactive, and preventative, focusing on understanding the reasons behind behaviours and addressing them constructively.
- **Respectful Interactions:** Staff model positive behaviour through respectful, caring interactions with children and each other, fostering an atmosphere of mutual respect.

## Responsibilities

- **Named Coordinator:** The setting has a designated Behaviour Management Coordinator responsible for overseeing behaviour management strategies and training within the nursery.
- **Staff Training:** Continuous professional development in behaviour management is provided to all staff, ensuring practices are current, evidence-based, and aligned with the LADO guidance and EYFS requirements.
- **Partnership with Parents:** We work closely with parents/carers, valuing their insights and collaborating on strategies to support their children's behavioural and emotional development.

## Strategies and Practices

- **Individualised Support:** Recognising that behaviour is communication, we adopt individualised strategies that respect each child's developmental stage, cultural background, and personal circumstances.

- **De-escalation and Conflict Resolution:** Staff are trained in de-escalation techniques and conflict resolution, promoting positive outcomes from challenging situations.
- **Physical Intervention:** As per LADO guidance, physical intervention is used only as a last resort, in line with our safeguarding policies and after all other strategies have been exhausted. Any such interventions are documented, with a clear rationale provided and communicated to parents/carers.

## Promoting Positive Behaviour

- **Role Modelling:** Staff consistently model positive behaviour, demonstrating respect, kindness, and empathy in their interactions.
- **Reinforcement:** Positive behaviours are reinforced through praise, recognition, and appropriate rewards, encouraging children to develop self-discipline and respect for others.
- **Inclusive Activities:** Activities are designed to be inclusive, promoting cooperation, understanding, and appreciation of diversity among children.

## Addressing Behavioural Challenges

- **Observation and Documentation:** Staff observe and document behavioural patterns to understand underlying needs, informing tailored support strategies.
- **Collaborative Problem-Solving:** Staff work with children, parents/carers, and external professionals (where necessary) to address behavioural challenges, ensuring strategies are consistent across home and nursery settings.
- **Respectful Guidance:** Children are guided respectfully through conflicts or challenges, with explanations provided at their developmental level, avoiding any form of stigmatization or negative labelling.

## Training and Compliance

- **Ongoing Training:** Staff receive ongoing training in the latest behavioural management techniques, safeguarding practices, and inclusive strategies to support all children effectively.
- **Policy Review:** This policy is reviewed regularly in line with current legislation, guidance, and best practice to ensure our approach remains effective, supportive, and aligned with our commitment to safeguarding and promoting the welfare of all children.