

### 3. Behavioural Management

#### 3.1 Behavioural Management

Sunshine Daisy Nursery recognises the importance of positive and effective behaviour management strategies in promoting children's welfare, learning and enjoyment.

Sunshine Daisy Nursery and its staff will manage behaviour according to clear, consistent and positive strategies.

Behaviour management at Sunshine Daisy Nursery will be structured around the following principles:

- Positive behaviour will be reinforced with praise and encouragement
- Negative behaviour will be challenged in a calm but assertive manner, redirecting children's energies by offering them alternative and positive options.
- When dealing with negative behaviour, staff will always communicate in a clear, calm and positive manner.
- Staff will make an effort to set a positive example to children by behaving in a friendly and tolerant manner themselves, promoting an atmosphere where children and adults respect and value one another.
- Staff will work as a team by discussing incidents and resolving to act collectively and consistently.
- Staff will encourage and facilitate mediation between children to try to resolve conflicts by discussion and negotiation.

When an incidence of negative behaviour occurs, staff will listen to the child or children concerned and hear their reasons for their actions. Staff will then explain to the child or children what was negative about their behaviour and that such actions have consequences for both themselves and other people.

Staff will make every attempt to ensure that children understand what is being said to them. Children will always be given the opportunity to make amends for their behaviour and, unless it is judged inappropriate, be able to rejoin the activity.

Staff use their professional judgement to record significant negative behaviour on an Incident Report Form.

In the event that unacceptable behaviour persists, the manager may deem it necessary to involve the parents/carers or more serious actions may have to be taken, in accordance with the *Suspensions and Exclusions* policy.

Staff will use physical interventions only as a last resort and only then if they have reasonable grounds for believing that immediate action is necessary to prevent a child from significantly injuring themselves or others or to prevent serious damage to property.

### 3.2 Bullying

Sunshine Daisy Nursery is committed to providing an environment for a child that is safe, welcoming and free from bullying. Such behaviour will not be tolerated or excused under any circumstances.

Sunshine Daisy Nursery defines bullying as repeated harassment of others through emotional abuse, physical abuse, verbal abuse and/or psychological abuse.

The Manager and the staff will make every effort to create a tolerant and caring environment, where bullying behaviour is not accepted.

All instances of bullying will be addressed thoroughly and sensitively, children will be encouraged to immediately report instances of bullying that they witness.

Staff have a duty to inform the Manager if they witness an instance of bullying involving a child or an adult.

The individual who has been the victim of bullying will be helped and supported by the staff team, where they will be kept under close supervision and staff will check on their welfare regularly.

In most cases, bullying behaviour can be addressed according to the strategies set out in the *Behavioural Management* policy.

### 3.3 Suspensions and Exclusions

Sunshine Daisy Nursery reserves the right to temporarily suspend or permanently exclude any child in the event of absolutely unacceptable or persistent and irresolvable negative behaviour.

Sunshine Daisy Nursery also reserves the right to temporarily suspend or permanently exclude any child in the event of their parent/carer behaving unacceptably as we will not tolerate any physical or verbal abuse towards staff or children.