

Behaviour Management Policy

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Record of Alterations

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Approved by Chris Sellers

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Statement

The Mount Nursery is committed to creating an environment where exemplary behaviour is at the heart of productive learning. Everyone is expected to maintain the highest standards of personal conduct, to accept responsibility for their behaviour and encourage others to do the same. Our behaviour policy guides staff to teach self-discipline not blind compliance. It echoes our core values with a heavy emphasis on respectful behaviour, a partnership approach to managing poor conduct and dynamic interventions that support staff and learners.

The Code of Conduct, Ready, Respectful, Safe must be displayed in each learning space and referred to in conversations around conduct.

What Ready, Respectful and Safe means:

- Ready: We listen to each other and we are ready to learn
 - Respectful: We treat each other with respect
 - Safe: We choose appropriate behaviour at all times.
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AIM

At The Mount Nursery, we recognise that children's behaviour can reflect their age and developmental stage. It is essential for our staff to promote, encourage, reinforce, and reward positive behaviour, enabling children to develop a sense of appropriate behaviour and a positive self-image. The overall responsibility for Behaviour Management will sit with the Nursery Manager, and in conjunction with the SEND Co-ordinator, appropriate behaviour management strategies will be implemented.

CONSISTENCY

Staff are aware of the need for a consistent approach to behaviour management and develop effective strategies using positive methods appropriate to each individual child. It is essential that all parents are informed about the strategies used to manage a wide range of children's behaviours, with the goal of promoting their wellbeing and development. Children naturally explore their surroundings and emotions, and restrictions on this development are kept to a minimum to allow for individual expression within accepted boundaries. Any sanctions applied due to unacceptable behaviour will be tailored to the age and developmental stage of the child. A collaborative approach between staff and parents is key to establishing common strategies for addressing unacceptable behaviour both at home and within the setting.



SEND CO-ORDINATOR

The setting has a SEND Co-ordinator with the necessary skills and training to support and advise staff in managing children's behaviour. The SEND Co-ordinator also works with parents/carers to develop agreed responses, ensuring a consistent approach. They liaise with school SENCOs, connect with outside agencies, and support the development of Alternative Provision Maps when necessary.

Additionally, they assist staff in identifying the underlying factors behind a child's behaviour and raise concerns with parents during meetings.

OPPORTUNITIES FOR LEARNING

Children who are busy, involved, and happy, and who are engaged in stimulating and enjoyable activities, are far less likely to exhibit disruptive behaviour. Ensuring activities are motivating and engaging is an important aspect of managing children's behaviour.

BEHAVIOUR MANAGEMENT

The success of any behaviour management programme depends on how it is carried out and the consistency of staff responses to inappropriate behaviour. Staff will act as role models and encourage the development of positive self-images for all children. For children to function acceptably, they need to feel valued, accepted, and secure in the group, and comfortable with the routines of the setting. Staff will always consider a child's age and developmental stage when determining appropriate steps to address unwanted behaviour.

NURSERY RULES

Children follow the examples of those around them, including staff. Therefore, staff must act as positive role models, showing children how and why things are done. Any instructions given should be clear and concise. Children need to observe good behavioural models, such as sharing, taking turns, and listening, and then imitate these behaviours. Children will be encouraged to understand that bullying, fighting, and hurting others—either physically or verbally—is unacceptable. They will also be encouraged to show respect for others, demonstrate a caring attitude, and distinguish between right and wrong. Where possible, children should participate in creating the rules of the setting, expanding their understanding and awareness of them.

INAPPROPRIATE BEHAVIOUR

Staff should always consider the child's needs and how they can be met within the setting, as well as potential environmental factors that may influence a child's behaviour. The setting has clear expectations of children's behaviour, focused on



safety, developing a sense of right and wrong, and showing care for others and their belongings. For children who regularly display challenging behaviour, close observation is necessary. Staff should assess the following:

- The nature of the behaviour;
- Factors or circumstances that trigger the behaviour;
- Environmental impact and activities occurring;
- Timing (when and for how long?);
- People involved; and
- How the behaviour ends.

These observations should be documented on Family, analysed for patterns, and used to inform future interventions. Documented observations provide objective evidence for discussions with parents and other professionals, such as the SENCO or speech and language specialists.

MANAGING SIGNIFICANT BEHAVIOUR

Instances of significant behaviour should be recorded in an observation format or on an Accident/Incident record if a child has injured another through negative behaviour. Such incidents must be shared with parents/carers on the same day. Partnership with parents is crucial, and the key person, SEND Co-ordinator, or Nursery Manager will discuss factors that may be affecting the child's behaviour with parents/carers. A consistent approach between home and the nursery will be maintained. Incidents of significant inappropriate behaviour (e.g., behaviour causing injury) will be documented on an Accident/Incident form, which parents/carers will be required to acknowledge on the Family app.

