**Behaviour Management Policy**

Behaviour covers everything children do and is one of the principal means by which we can recognise what they are thinking, feeling, and experiencing. Behaviour is linked to their stage of development, personality and ability to cope.

Apple Tree Nursery aims to help a child:

* Develop a positive self-esteem and thus feel secure, happy, respected and valued to reach their full potential.
* Be aware of and accept their own emotions and those of the nursery environment.

Apple Tree Nursery staff are positive role models and support the children as they learn

* ...to care for each other.
* ...to treat each other with fairness and respect.
* ...to learn the value of friendship.
* ...to praise effort and to share in others success.
* ...to behave within the socially acceptable boundaries encouraged within the nursery.
* ...to respect and care for the building/equipment and other peoples’ belongings.

It is our belief to show the child that it is their behaviour that is unacceptable, not them personally. At no time during disciplining your child would staff use physical punishment, e.g. smacking, shaking or slapping. Restraint will only be used if the staff member feels that the child is a danger to themselves or others. Parents would be advised of this and the incident logged.

At Apple Tree Nursery we work towards High 5

1. Looking eyes
2. Listening ears
3. Walking feet
4. Helping hands
5. Quiet voices

If a child displays unacceptable behaviour, staff will approach the situation in the following way:

* Intervene at the time of conflict in order to establish the cause of upset.
* Talk to the children involved to gauge their feelings and reactions to the situation.
* Ask each child how they feel and how the other must be feeling so that both may realise that it is not just one person involved.
* In younger children who are not yet able to reason, diversionary tactics, distraction would be used at this time.
* Where possible staff will anticipate and defuse difficult situations before disagreements arise that children might find hard to handle.

If all of the above have been tried consistently and there is still a need for modification of  behaviour, the following methods will apply and incidents recorded.

* The child will be removed from the situation in the company of an adult.
* Child and adult will spend time talking about the conflict.
* Whilst reassuring the child that it is the behaviour which is unacceptable and not the child, firm guidance will be given should the unacceptable behaviours arise again.
* At all times praise is freely given to the child at the slightest sign of positive change in behaviour.
* During this period the key worker/room leader or management will talk with the parent/carer in order to inform them of the situation and to ask if they are experiencing similar difficulties.
* Advice will be given, if it is needed, regarding help from outside agencies e.g.  Inclusion Officer, Health Visitor, GP.