



PIXIES BEHAVIOUR MANAGEMENT POLICY

EYFS Requirement: 'Children's behaviour must be managed effectively and in a manner appropriate for their stage and development and particular needs'

At Pixies we recognise the need to set out reasonable and appropriate limits to help manage the behaviour of children in our care. We do not and will not administer physical punishment or any form of punishment with the intent of causing pain and discomfort, nor any kind of humiliation or hurtful treatment to any child in our care. We endorse positive discipline as a more effective way of setting limits for children.

This document is produced for staff working with the children at Pixies, and is a point of reference for families and others visiting the setting. Within this document 'staff' refers to all persons directly involved in the care of children at this setting, irrespective of their employment status, and includes students, trainees and volunteers.

Responsibilities

Behaviour management must be viewed as an integral part of the daily running of Pixies. The proprietor has overall responsibility for ensuring that this policy is implemented. The named practitioners being designated with responsibility for Behaviour Management are:

- Katie Bonner and Charlotte Earthey.

Methods and strategies

- **Encouraging self-discipline and respect for others.** Because children need help to grow into people who behave well even when there is no one else to tell them what to do.
- **Setting realistic limits according to age and stage of development.** Because children need support to cope with changing expectations of them as they grow and develop.
- **Setting a good example.** Because young children take notice of how adults are with others and of what adults say and do. The important adults in a child's life are powerful role models.
- **Encouragement, not orders and instructions.** Because children respond well to explanation and explaining actions and consequence to children encourages them to form their own conclusions.
- **Being consistent.** Children need to know and trust that you mean what you say; this helps them to feel secure and develops their own sense of worth.
- **Praise, appreciation and attention.** It is more beneficial for children to gain the attention they crave through using good behaviour as this promotes self-esteem. Giving children your attention and you appreciating their efforts encourages them to persist in positive activities.

- **Positive discipline.** We maintain an ethos of positive discipline which focuses on prevention, redirection, love, consistency and firmness. We stress two main patterns of behaviour: respect for other people and respect for property. The rules of the setting are explained frequently and we encourage the established children to help others thus familiarising all with the behaviour that is expected. Please remember that children will have disagreements, through their inability to communicate their needs, this is normal in most cases and can sometimes result in hitting, biting or throwing toys.
- **Prevention.** We will try to prevent problems by redirecting play, discuss inappropriate behaviour, encourage the children to apologise and use time out sanctions as appropriate. Under no circumstances will there ever be spanking, shaking, physical abuse, verbal abuse or the withdrawal of food or sleep as a means of punishment.
- **Intervention.** Physical intervention will only be used in managing children's behaviour if it is necessary to prevent personal injury to the child, other children or an adult, to prevent serious damage to property or in what would reasonably be regarded as exceptional circumstances. If physical intervention is used this will be documented, recorded and shared with the appropriate persons.

Above all, at Pixies, we believe that positive role modelling is the best way to show and encourage children to use appropriate behaviour. The staff team pride themselves on their honest, respectful relationships with each other, the children and all the families and other professionals we work with. We ask all families to join us in helping the children who attend the setting to treat themselves and others with kindness and respect and to enjoy open constructive communication.