

Developing a Behaviour Policy & Procedure

Providers are responsible for supporting, understanding, and managing children's behaviour in an appropriate way. EYFS point 3.73 & GP

The policy and procedures should include:

- A set of expectations for everyone's behaviour in the setting (including the adults)
- Strategies that will be used to guide children's behaviour – both rewards and consequences.
- How acceptable behaviour and respect for others will be promoted.
- The name of the practitioner, if applicable, responsible for behaviour management issues – this member of staff must have the skills to advise other staff on behaviour issues. Appropriate behaviour training should be accessed by the practitioner to support them within this role
- All staff take the same approach to behaviour management in order for it to be effective and consistent. Behaviour management should be covered on an induction with new members of staff.
- The methods used to manage children's behaviour, without undermining their self-esteem. Behaviour management must be managed effectively for the child's stage of development and individual needs.
- Reference to behaviour that is not acceptable (E.g. bullying).
- Staff should have an awareness of different types of behaviours and have an understanding to why children may have dysregulated behaviour – what is the reason? Is there a trigger? When did it happen?
- How parents will be informed on the management of their child's behaviour and how the setting will work in partnership with them to support their child's behaviour – for example a behaviour management plan may be agreed and reviewed with parents and providers on a regular basis.
- The setting need to consider how appropriate it is for the child to be excluded from the setting due to the behaviour of the child. What actions or support has the setting already received for this child, is a behaviour plan management plan in place.
- What measures will the setting take to support children who may have additional needs and require further support.
- Where physical intervention needs to be used, the procedures the setting take to eliminate their vulnerability and to protect the child, how such methods are recorded and how appropriate training has been accessed so practitioners are aware of restraint methods and their appropriate use within certain situations. ***N.B Where physical intervention was taken for the purposes of averting immediate danger of personal injury to any person***

(including the child) or to manage a child's behaviour if absolutely necessary. Providers, including childminders, must keep a record of any occasion where physical intervention is used, and parents and/or carers must be informed on the same day or as soon as reasonably practicable – EYFS 2024, point 3.59.

- Other agencies which could support the setting and child i.e. Early Years Inclusion Team, Your place, Your family.

How the setting promotes the Fundamental British Values of:

- Democracy
- The rule of law
- Individual liberty
- Mutual respect and tolerance

The ways that we can encourage positive behaviour may include:

- Praising and reinforcing good behaviour.
- Offering a consistent approach
- Distraction techniques.
- Encouraging sharing and negotiation.
- Setting good examples/positive role models.
- Talking with the children about the 'rules'.
- Helping children to understand the effects of their behaviour on other people.
- Helping children challenge negative behaviour in others.
- Encouraging responsibility, for example helping with tidying up or caring for pets.

The policy should be reviewed:

- Following any occasion when any part of the procedure has been implemented.
- Whenever changes to legislation are produced.
- At least annually.
- The policy and procedure need to be signed by the registered person, include reviewed date and next review due date.
- If any changes are made to the policy when reviewed the staff and parents need to be informed.

Links to other policies & procedures

- Safeguarding Children
- Complaints
- Confidentiality
- Working in partnership with parents.

This information is provided for guidance only. It is your responsibility to ensure that all statutory legal guidance is adhered to. Consideration needs to be given to any changes in legislation subsequent to the production of this information.