

Behaviour Management

Our nursery believes that children flourish best when they know how they are expected to behave. We also believe that children and adults flourish best in an ordered environment in which everyone knows what is expected of them and children are free to develop their learning without fear of being hurt or hindered by anyone else. We aim to work towards a situation in which children can develop self-discipline and self-esteem in an atmosphere of mutual respect and encouragement.

Children gain respect through interaction with caring adults who show them respect and value their individual personalities. Positive, caring and polite behaviour will be encouraged and praised at all times in an environment where children learn to respect themselves, other people and their surroundings.

Children need to have set boundaries of behaviour for their own safety and the safety of their peers. Within the nursery we aim to set these boundaries in a way, which helps the child to develop a sense of the significance of their own behaviour, both on their own environment and those around them. Restrictions on the child's natural desire to explore and develop their own ideas and concepts are kept to a minimum.

The rules governing the conduct of the group and the behaviour of the children will be discussed and agreed within the group and explained to all newcomers, both children and adults.

We aim to:

- 1 Recognise the individuality of all our children

- 2 Encourage self-discipline, consideration for others, surroundings and property
- 3 Encourage children to participate in a wide range of group activities to enable them to develop their social skills
- 4 Work in partnership with parents and carers by communicating openly
- 5 By praising children and acknowledging their positive actions and attitudes, we hope to ensure that children see that we value and respect them
- 6 Encourage all staff working with the children to accept their responsibility for implementing the goals in the policy
- 7 Promote non-violence and encourage the children to deal with conflict peaceably
- 8 Provide a key worker system enabling staff to build a strong and positive relationship with children and their families
- 9 Have a named person who has overall responsibility for issues concerning behaviour

The named person; Darrell King, will keep up to date with legislation and research and thinking on handling children's; access relevant sources of expertise on handling children's behaviour; attend regular training events, and check that all staff have relevant in-service training on handling children's. A record will be kept of staff attendance at this training.

We recognise that codes for interacting with other people vary between cultures and staff are required to be aware of this and respect those used by members of the nursery.

Nursery rules are concerned with safety and care and respect for each other. Children who behave inappropriately by physically abusing another child or adult, or by verbal bullying may be removed from the group. The child who has been upset will be comforted and the adult will confirm that the other child's behaviour

is not acceptable. It is important to acknowledge that a child is feeling angry or upset and it is the behaviour we are rejecting, not the child.

When children behave in unacceptable ways:

- 1 Physical punishment such as smacking or shaking will be neither used or threatened
- 2 Children will never be sent out of the room by themselves
- 3 Children will not be singled out or humiliated in any way. Staff within the nursery will redirect the children towards alternative activities. Discussions with children will take place respecting their level of understanding and maturity
- 4 Staff will not raise their voices in a threatening way
- 5 In any case of misbehaviour, it will always be made clear to the child or children in question, that it is the behaviour and not the child that is unwelcome
- 6 How a particular type of behaviour is handled will depend on the child and the circumstances. It may involve the child being asked to talk and think about what he or she has done. It may be that the child will not be allowed to make his or her own choice of activities for a limited period of time. Where appropriate children may be asked to take some 'time out', sitting quietly in an allocated place
- 7 Parents will be informed if their child is persistently unkind to others or if their child has been upset. In all cases inappropriate behaviours will be dealt with in nursery at the time. Parents may be asked to meet with staff to discuss their child's behaviour, so that if there are any difficulties we can work together to ensure consistency between home and nursery. In some cases we may request additional advice and support from other professionals, such as an educational psychologist or child guidance counsellor
- 8 Children need to develop non-aggressive strategies to enable them to

- stand up for themselves so that adults and children listen to them. They need to be given opportunities to release their feelings more creatively
- 9 Confidential records will be kept on any negative behaviour that has taken place. Parents/carers will be informed and asked to read and sign any entries concerning their child
 - 10 If a child requires help to develop positive behaviour, every effort will be made to provide for their needs
 - 11 Through partnership with parents/carers and formal observation, staff will make every effort to identify the unwanted behaviour and the causes of that behaviour. From these observations and discussions an individual modification plan will be implemented
 - 12 Children will be distracted from the negative situation and supported in a different activity or environment, if necessary for their own well-being and that of others in the group.

Anti-Bullying

Children need their own time and space. It is not always appropriate to expect a child to share and it is important to acknowledge children's feelings and to help them understand how others might be feeling.

Children must be encouraged to recognise that bullying, fighting, hurting and racist comments are not acceptable behaviour. We want children to recognise that certain actions are right and that others are wrong.

Bullying takes many forms. It can be physical, verbal or emotional, but it is always a repeated behaviour that makes other people feel uncomfortable or threatened.

Any form of bullying is unacceptable and will be dealt with immediately. At our nursery, staff follow the guidelines below to enable them to deal with challenging behaviour:

- 1 staff are encouraged to ensure that all children feel safe, happy and secure
- 2 staff are encouraged to recognise that active physical aggression in the early years is part of the child's development and that it should be channelled in a positive way
- 3 children need to be helped to understand that using aggression to get things is wrong and will be encouraged to resolve problems in other ways
- 4 our staff are encouraged to adopt a policy of intervention when they think a child is being bullied, however mild or "harmless" it may seem
- 5 the staff are ready to initiate games and activities with children, when they feel play has become aggressive, both indoors or out
- 6 any instance of bullying will be discussed fully with the parents of all involved, to look for a consistent resolution to the behaviour
- 7 if any parent has a concern about their child, a member of staff will be available to discuss those concerns. It is only by co-operation that we can ensure our children feel confident and secure in their environment, both at home and in the nursery.

By positively promoting good behaviour, valuing co-operation and a caring attitude we hope to ensure that children will develop as responsible members of society.