

POLICY ON BEHAVIOUR MANAGEMENT.

Our nursery believes that children flourish best when they know how they are expected to behave. 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 in our nursery will be actively encouraged to be helpful, polite, caring and understanding to each other and the adults in their environment. Staff will quietly, but positively, discourage aggressive behaviour, bullying or name calling. This encouragement includes building each child's confidence and self-esteem, making sure they all feel valued and trusted.

From experience we have found that children flourish better in an ordered environment, where everyone knows what is expected of them and where they are free to develop play and learning without fear of being hurt or hindered by anyone else. We aim to work towards a situation where children can develop self-discipline and self-esteem in an atmosphere of mutual respect and where they are encouraged. Restrictions on the child's natural desire to explore and develop their own ideas and concepts are kept to a minimum.

We aim to:

- Recognise the individuality of all our children.
- Encourage self-discipline, consideration for each other, our surroundings and property.
- Encourage children to participate in a wide range of group activities to enable them to develop their social skills.
- Work in partnership with parents/ carers by communicating openly.
- By praising children and acknowledging their positive actions and attitudes, we hope to ensure that children see that we value and respect them.
- Encourage all staff working with the children to accept their responsibility for implementing the goals in the policy.
- Promote non-violence and encourage the children to deal with conflict peaceably.
- Provide a key person system enabling staff to build a strong and positive relationship with children and their families.
- Have a named person who has overall responsibility for issues concerning behaviour.
 - **The named persons are: Hazel Moody and Melody Cox** who will keep up to date with legislation and research on behaviour management and ensure that all staff receive in-service training in this area.

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 and told that their behaviour has been unacceptable, but that it is their behaviour and not them that is being rejected. The child who has been upset will be comforted and the adult will confirm that the other child's behaviour has been unacceptable. It is important to acknowledge that a child is feeling angry or upset.

When children behave in an unacceptable way:

- Physical punishment such as smacking will never be used or threatened.
- Children will not be singled out or humiliated in any way. Staff will direct the children towards alternative activities. Discussions with children will take place respecting their level of understanding and maturity.
- Staff will not raise their voices in a threatening way
- 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.
- 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 choices of activities for a short while.
- Parents/ carers will be informed if their child is persistently unkind to others or if their child has been upset. In all cases the inappropriate behaviour will be dealt with in nursery at the time. Parents may be asked to meet with staff to discuss consistency between home and nursery. In some cases we may request additional advice from other professionals within the early year's department and borough.
- 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.
- Confidential records will be kept on any negative behaviour that has taken place. Parents/ carers will be informed of the incident.
- If a child requires help to develop positive behaviour, every effort will be made to provide for their needs.
- 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 an individual plan will be implemented.
- 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. 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 others feel uncomfortable or threatened. Any form of bullying is unacceptable and will be dealt with immediately. -

At our nursery staff follow the guidelines below:

- Staff are encouraged to ensure that all children feel safe, happy and secure.
- Staff are encouraged to recognise that active physical aggression in the early years is a part of a child's normal development and that it should be channelled in a positive way.
- Children need to be helped to understand that using aggression to get things is wrong and they will be encouraged to resolve problems in different ways.
- 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.
- The staff are ready to initiate games and activities with the children when they feel play is becoming aggressive, both indoors and out.
- Any instance of bullying will be discussed with the parents of all involved, to look for a solution to the behaviour.
 - If any parent has a concern about their child, a member of staff will be available to discuss those concerns.

If a child is upset and will not allow physical contact, for example if a child is crying and arching their back and lashing out, our aim is to:

- Safeguard the child and other children around them, by making the area safe.
- Leave the child on the floor, removing objects around that they could harm themselves on.
- Safeguard the members of staff dealing with the situation.
- Staff should talk calmly to the child in soothing tones.
- Once the child is ready they should be picked up and comforted.

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.

This policy was adopted on _____ June 2021 _____

Signed on behalf of the nursery __ Hazel Moody__

Date for review _____