

Behaviour Management Policy (Managing Children's Needs)

Statement of Intent

Our Nursery believes that children flourish best when they know they are free to play and learn in safety, without fear of being hurt or unfairly restricted by anyone else.

Aim

We aim to provide an environment in which there is acceptable behaviour and where children learn to respect themselves, other people and their environment. We recognise children, and their needs, as individuals. We would like children to do the right thing because they believe it is!

Methods

- With the children's input we have produced an ongoing set of 'Rules & Boundaries' to keep us all safe and free from harm, verbal or physical. We are all expected to abide by the 'Rules & Boundaries'.
- We require all staff, volunteers and students to provide a positive model of behaviour by treating children, parents and one another with friendliness, care and courtesy.
- We require all staff, volunteers and students to use positive strategies for handling any conflict by helping children find solutions in ways which are appropriate for the children's ages and stages of development.
- We familiarise new staff, volunteers and students with the setting's behaviour policy and its rules for behaviour.
- We expect all members of the pre-school - children, parents, staff, volunteers and students - to keep to the rules, requiring these to be applied consistently. We praise and endorse desirable behaviour, such as kindness and willingness to take-turns.
- We avoid creating situations in which children receive adult attention only in return for undesirable behaviour.
- We recognise that codes for interacting with other people vary between cultures and require staff to be aware of, and respect, those differences.
- When children behave in unacceptable ways, we help them to see what was wrong and how to cope more appropriately.
- As a last resort, we will offer reflection/quiet time, we never send children out of the room by themselves.
- We never use physical punishment, such as smacking or shaking. Children are never threatened with these. We do not shout or raise our voices in a threatening way to respond to children's behaviour.
- We do not use techniques intended to single out and humiliate individual children.
- We only use physical restraint, such as holding, to prevent physical injury to children or adults and/or serious damage to property. Details of any physical intervention are recorded.
- In cases of serious misbehaviour, such as racial or other abuse, we make clear immediately the unacceptability of the behaviour and attitudes, by means of explanations rather than personal blame.

- We work in partnership with children's parents. Parents are regularly informed about their children's behaviour by their key person. We work with parents to address recurring unacceptable behaviour, using objective observation records to help us to understand the cause and to decide jointly how to respond appropriately.

We provide the children opportunities to use their voices, make decisions, develop ownership, and solve problems all of which help to Promote Positive Behaviour

Bullying

Bullying is **“Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally”**.

If a child or children bullies another child or children:

- We intervene to stop any child harming other children
- We give reassurance and support to the children who have been bullied
- We explain to the child who is bullying why her/his behaviour is unkind and inappropriate and not in the ‘Rules & Boundaries’ of Nursery.
- We support the child who has bullied, to feel sorry for her/his actions and to show empathy, through Circle time activities/ Persona Dolls etc.
- We make sure that children who bully receive praise when they display kindness to others and act within our ‘Rules & Boundaries’
- We do not label children who bully
- When children bully, we discuss what has happened with their parents and work out, with them, a plan for handling the child's behaviour
- If children have been bullied, we share what has happened with their parents, explaining that the child who did the bullying is being helped to adopt more acceptable ways of behaving.
- We may receive indirect reports of possible bullying behaviour, where parents tell us of disclosures their children have made to them. These will be taken into account and dealt with right away. Always making sure that we are supporting everyone involved.
- Bullying is repetitive behaviour, and careful record keeping helps us to identify patterns and triggers. We record all incidents detailing any action we may have taken.
- We support and guide everyone involved.

Wendy Hastie is The Acorn Nursery School’s Behaviour Management Lead

