

## Behaviour Policy

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.

We make sure that we are consistent in our approach to behaviour management and apply simple rules fairly that are aimed at the individual child's stage of development and individual needs. 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.

We aim to:

- Recognise the individuality of all of 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 partnerships with parents
- Praise the children and focus on their positive actions and attitudes
- Ensure all staff working with children accepts their responsibility for implementing the goals in this policy
- Promote non-violence and encourage children to deal with conflict peacefully
- Have a named person (Donna Cooper) who has overall responsibility for issues concerning behaviour

The Behaviour Coordinator, Donna Cooper along with each Room Leader and Deputy Manager will keep up-to-date with legislation and research and support changes to policies and procedures in the nursery; access relevant sources of expertise where required and act as a central information source for all involved; attend regular training events organised through the local authority and ensure that all staff are supported and guided as things change.

Nursery rules are concerned with safety and care and respect for each other. Children who behave inappropriately physically or verbally will be spoken to about their actions in an age and stage appropriate manner and encouraged to identify the consequences of their actions. It is important to acknowledge when a child is feeling angry or upset and that is the behaviour that is being rejected not the child.

There is always a reason why a child demonstrates a particular behaviour, whether the behaviour be positive or negative. Our role is to identify why a child demonstrates positive behaviour so we can encourage this further and why they demonstrate a particular type of negative behaviour so we can address the reasons and provide them with alternative methods of dealing with the situation. Only by doing this will we truly reduce or stop the unwanted behaviour.

When children demonstrate negative behaviour:

- It is important to be aware that it is natural for children to display negative behaviour in response to certain situation at some stages of their development. It is expected that as they move through the stages of development, such behaviour will reduce.
- Physical punishment such as smacking or shaking will be neither used nor threatened, however it may be necessary to use restraining action in an emergency to prevent personal injury
- Children will not be threatened with phrases such as 'I will tell your mummy and daddy.....'
- Children will not be singled out or humiliated in any way. Practitioners within the nursery will redirect the children towards alternative activities. Discussions with children will take place respecting their age and stage of development
- Staff will not shout at the children, unless they are doing so to prevent personal injury in an emergency
- In any case of negative behaviour, it will always made clear to the child that it is the behaviour, not the child that is unwelcome
- Responses to negative behaviour will be based on the child's age, stage of development and the circumstance surrounding the behaviour. It will involve the children being supported in considering their actions, what they did wrong and what the 'right choice' would have been
- Where children demonstrate consistent negative behaviour or behaviour that is unusual for the individual child parents will be informed upon collection of their child. In all cases of negative behaviour will be dealt with in nursery at the time of the incident. Practitioners will avoid discussing the behaviour with other practitioners or parents in front of the child.
- In cases of persistent negative behaviour that has not been resolved using the daily implementation of strategies, parents may be invited to attend a meeting to discuss ways of supporting their child. The meeting is to identify any potential reasons for the behaviour or difficulties and is to enable the setting and parents to work together to ensure consistency between home and nursery.
- Children need to find methods of coping with their feelings so that they are able to respond appropriately to difficult situations they may encounter. We will work with all children to teach them coping mechanisms and about what to do in difficult situations.
- Confidential records will be kept on any persistent negative behaviour

- If a child requires help to develop positive behaviour, every effort will be made to provide for their needs
- Through partnership with parents and formal observations, staff will make every effort to identify any behavioural concerns and the causes of that behaviour. Where necessary staff will communicate the concerns with the behaviour Coordinator who may support staff in implementing a play plan
- Children will be distracted from negative situations and supported in a different activity.
- Children will not be moved to a different room because of their behaviour unless this has been agreed as part of a play plan or Individual Behaviour Plan as being in the best interests of the child, however children will be supported in moving away from a situation that is causing them emotional distress.
- Children will be encouraged to understand the consequences of their negative behaviour and the feelings of others, and whilst we support the child in feeling sorry for their actions, we will not punish a child further if they are not ready, or able to apologise.
- The nursery will offer support to any parents that may be struggling with managing any aspect of their child's behaviour.

### *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 discriminatory 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.

Children in the early years are unlikely to fully understand what bullying is and, as such are less likely to be aware or understand the full consequences of what they are doing. We aim to support children in their understanding of the impact of any negative behaviour targeted at another person whilst also encouraging them of knowing what to do if they experience such behaviour or feelings.

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

- 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 part of the child's 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 inappropriate and they will be encouraged to resolve problems in other 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
- Staff are ready to initiate games and activities with children, when they feel play has become aggressive, both indoors or out
- Any instance of bullying will be discussed fully with the parents of all involved, to look for a consistent resolution to the behaviour
- If any parent has a concern about their child, the key person will make themselves available to discuss those concerns.
- Reminding children to 'speak up' if they are upset or hurt by someone

### Parent Partnership

We ask that parents support this behaviour policy and promote positive behaviour from their children by:

- Making yourselves aware of the 'Nursery Rules'.
- Having open and honest discussions with their child's key person.
- Keeping your key person informed of anything that may affect your child's behaviour.
- Encouraging your child to follow the nursery rules.
- Being a good model by ensuring that you uphold the nursery rules when dropping off and collecting your child.
- Making yourself available to attend meetings with your child's key person and the behaviour coordinator when required.
- Contributing to any behaviour action plans that are implemented and ensuring consistency between home and nursery.
- When we inform you that your child demonstrated negative behaviour this is simply to keep you informed or to determine whether there may be any potential reasons. We do not expect you to punish your child or tell them off for behaviour they may have displayed at nursery. Nursery staff will have already have spoken to them in an age appropriate way to support them in understanding why the behaviour is unwanted. We may however, encourage positive behaviour reinforcement activities of methods to support your child, i.e. playing turn taking games to make them more comfortable with sharing or over praising positive behaviour or responses to situations.

**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.**

**If parents have any questions regarding behaviour management they should arrange a time to speak to their child's key person or Room Leader.**

External use only

<b>This policy was adopted on</b>	May 22
<b>Signed on behalf of the nursery</b>	
<b>Date disseminated to staff</b>	
<b>Date for review</b>	May 23