

The Green Umbrella Nursery and Pre-school

Behaviour Management Policy

Statement of Intent

We believe that children flourish best when their personal, social and emotional needs are met and where there are clear and developmentally appropriate expectations for their behaviour. Children should be free to play and learn without fear of being hurt or unfairly restricted by anyone else.

Aim

We aim to teach children to behave in socially acceptable ways and to understand the needs and rights of others, we will provide an environment that helps support personal, social and emotional development and that helps children respect themselves, others and the environment around them.

Method

We will meet this aim through the following procedures:

- We have a designated member of staff, **Helen Butcher** (Behaviour Management Co-ordinator) and (INNCO), who has overall responsibility for supporting staff with implementing Individual Play Plans (IPPs) to support children with behavioural issues.
- The designated member of staff is required to:
 - Keep up to date with legislation, research and thinking on promoting positive behaviour and on handling children's behaviour where it may require additional support.
 - Attend all inclusion cluster meetings.
 - Access relevant sources of expertise on promoting positive behaviour.
 - Check that all staff have relevant in-house training on promoting positive behaviour, this is done through staff induction, training from room leaders and staff meetings.
- We recognise that codes for interacting with other people vary between cultures and require staff to be aware of and respect those used by people who use the setting.
- We require all staff volunteers and students to provide a positive model of behaviour by treating all children, staff and parents and one another with friendliness, care and courtesy.
- We familiarise new staff, students and volunteers with the nursery's behaviour management policy and guidelines for behaviour
- **We expect all members of our setting – children, staff, parents, students and volunteers to keep to these guidelines and apply them consistently.**
- We aim to work in partnership with parents and carers, parents are regularly informed about children's behaviour, normally by their key person. We work with parents to address recurring inconsiderate behaviour and use observation records that have been made to help understand the cause and jointly work together to decide how to respond appropriately. Individual Play Plans (IPPs) can be drawn up if necessary and outside agencies contacted for further advice and support, this can only be done with the parent's permission.

Expectations of Staff

Staff are expected to:

- Deal with all children, parents and other members of staff equally.
- Treat all children, parents and staff with respect.
- Have a positive attitude towards children, parents and other members of staff.
- Use the behaviour management policy and procedure consistently at all times .
- Be a positive role model for the children to follow.

How we manage behaviour within the setting

We aim to use positive pro-active strategies to promote positive behaviour in the children that attend our setting these strategies are appropriate for the child's age and stage of development and this is looked at on an individual basis, these strategies include:

- Supporting each child in developing self-esteem, confidence and feelings of competence
- Supporting each child in developing a sense of belonging, so that they feel welcome and valued
- Acknowledging considerate behaviour such as kindness and willingness to share
- Acknowledging a child's considerate behaviour towards another child who is hurt or upset
- Involving older children in the groups guidelines and rules for considerate behaviour
- Providing activities and games that help encourage co-operation and working together
- Ensuring there are enough popular toys and resources and sufficient activities set out so that the children are meaningfully occupied without the need for unnecessary conflict over sharing and waiting for turns
- We help promote positive behaviour by conflict resolution, distraction, discussion praise and reward
- We avoid creating situations where children receive adult attention only in return for inconsiderate behaviour
- When children behave in unacceptable ways, we help them understand what is wrong and how to cope more appropriately
- Help children understand and learn how to deal with their feelings.

We do not:

- We never send children out of the room by themselves.
- We never use or threaten to use physical punishment such as smacking or shaking.
- We do not use techniques intended to single out and humiliate individual children.
- We never use the word naughty
- We do not shout or raise our voices in a threatening way to respond to children's behaviour
- Use physical restraint such as holding, unless to prevent physical injury to children or adults and/or serious damage to property. If any physical restraint is required it is brought to the attention of the nursery manager and recorded on an incident form as soon as the incident has been dealt with. Parents or carers are informed the same day and asked to sign the incident form to say they have been informed

Students on placement within the nursery

Students are taught during placement the strategies that the setting uses to manage behaviour, they are supported in dealing with minor incidents such as sharing and taking turns, however they are not expected to deal with serious incidents of bad behaviour.

Bullying

Bullying involves the persistent physical or verbal abuse of another child or children.

If a child bullies another child or children we:

- Show the child or children who have been bullied that we are able to listen to their concerns and act upon them
- We intervene to stop the child who is doing the bullying from harming the other child or children
- We explain to the child doing the bullying why her/his behaviour is inappropriate

- We give reassurance to the child or children who have been bullied and monitor the situation to prevent it happening again
- We help the child who has done the bullying to recognise and to understand the impact of his or her actions
- We make sure that children who bully receive positive feedback and praise when they display acceptable behaviour
- We do not label children who bully as ‘bullies’
- Recognise that children who bully may be experiencing bullying themselves, or be subject to abuse or other circumstances which cause them to express their anger towards others in negative ways.
- When children bully, we discuss what has happened with their parents of the child who did the bullying and work out with them a plan for handling the child’s behaviour
- When 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

Related Documents: **Conflict Resolution Guidelines**
Individual Play Plans (IPP’s)

All nursery policies are subject to regular review
This policy was reviewed: January 2015