



Behaviour Management

Our nursery aims to provide a safe and happy environment. Good behaviour should be promoted at all times and the nursery and staff should lead by example. Good manners and a positive, kind and caring attitude should prevail at all times.

Our named behaviour management officer is Kate Brearley.

Good behaviour should always be recognised, acknowledged and praised. Staff are to use words/phrases that are positive and encouraging as opposed to commands that often lead to a refusal from the child. To further children's understanding of good behaviour and unacceptable behaviour, time should be taken to discuss appropriate behaviour with the children. A list of 'things we do' and 'things we don't do' will be devised with the children and displayed in the nursery rooms to emphasise the importance of appropriate/expected behaviour.

It is quite common for young children to have behaviour problems. Children often become frustrated due to their lack of language and inability to share. Staff should try to defuse any potential incidents by redirecting the focus of the child or moving their attention onto something else. Rewards with explanations will always be given to the child in an attempt to prevent negative behaviour. Age appropriate activities will always be provided to prevent frustration leading to negative behaviour and staff members will be consistent when dealing with negative behaviour. Eg. Responding in the same way to the same behaviour.

When children behave in unacceptable ways:

- They should not be singled out or humiliated in any way. The staff dealing with the situation will redirect the children towards alternate activities and a discussion will take place respecting that child's level of understanding.
- Staff will not raise their voices in a threatening way.
- We will not use or threaten corporal punishment or any form of punishment which could have an adverse impact on the child's well-being, even if this is requested by parents. Any such request should be immediately passed on to management.
- Physical intervention should only be used to manage a child's behaviour if it is necessary to prevent personal injury to themselves, other children, an adult, to prevent serious damage to property or in what would be regarded as exceptional circumstances. Any occasion where physical intervention is used to manage a child's behaviour will be recorded using an accident/incident form and parents will be informed of all the details surrounding the incident on the same day.
- Children should not have their transgressions passed on to their parents unless they are of a serious nature, and this should only be done by management/senior staff.

On occasion, children may demonstrate negative behaviour through physical responses such as biting or kicking, or may vocalise their displeasure, for example by swearing. Regardless of their behaviour, all staff are required to respond to children in a calm and positive manner. The child displaying the negative behaviour should be moved away from the group/activity and taken to the quiet area where an explanation will be given to the child as to why the behavior was unacceptable. Staff should point out how it has made the other child feel and when appropriate show them what they have done. Eg. 'look how sad you have made Billy, look at the scratch on his face and the tears in his eyes, you have made him very sad, we should keep our hands and feet to ourselves'. Staff should talk to them quietly and always end on a positive comment. eg. 'I know you can be a good boy/girl'. The child should then be guided back into the activity/group. The child will then be shadowed and encouraged to play 'nicely' until staff feel it is no longer appropriate to do so.

Bullying

Bullying can take many different forms, non of which are ever acceptable within the nursery setting. All staff will be sensitive to any bullying practices that may take place. Children will be encouraged to recognise that hitting, kicking, pushing, name-calling, racist comments etc. as well as less obvious ways of bullying such as ignoring or excluding someone from an activity are not acceptable. Bullying at nursery can only be solved if parents, staff and children work closely together to find a solution.

Management will endeavour to work in partnership with parents when they have concerns regarding a childs behaviour. We will discuss various strategies and options available (including seeking help/advice from outside agencies when necessary.)

Management will reserve the right to exclude any child whose behaviour is felt to be harmful or detrimental to other children/staff within the nursery setting.