

Behaviour Management policy

Designated Behaviour Co-ordinator: Susan McGeoch

At the nursery we will endeavor to create an atmosphere where the children thrive and are encouraged to have good manners and model positive behaviour, we believe that children flourish best when they know how they are expected to behave. They gain respect through interaction with caring adult who value their individual personalities. We believe that all adults and children alike should be treated with respect which will lead to higher self-esteem. We consider unacceptable behaviour to include the use of rude or unkind language towards another person, physical actions such as kicking, hitting, biting or persistent/deliberate damage to property or resources.

Children need to have set boundaries of behaviour for their own and others safety. 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 in their own environment and outside this too.

This policy will identify to staff a whole nursery approach to the management of children's behaviour, including developing strategies to be used in response to negative behaviour and to involve parents and carers where it is felt this course of action is needed. We expect all members of the setting- children, staff, parents, volunteers and students to keep to these guidelines, requiring these to be followed consistently. New staff and volunteers are to familiarize themselves with this policy.

We work in partnership with parents and carers regarding children's behaviour.

The behaviour policy will provide staff with the guidance needed to ensure a consistent and positive approach to children's behaviour. Within the nursery staff will aim to provide positive role modelling for the children through interaction with each other and the other children, and will maintain a happy, caring, structured ethos, conducive to appropriate behaviour. Staff's expectation for children's behaviour should be high and, at all times, they should lead by example.

Staff should aim for children to learn to:

- Leave their parent/carer happily and with confidence.
- Participate in group activities to develop the skills of sharing and turn taking in their play.
- Ask for help and be willing to receive help or advice from others.
- Follow simple instructions appropriate for their individual stage of development.
- Enjoy and respond to praise.
- Develop skills of concentration when involved in both self-initiated and adult led activities.
- Develop good manners at all times.
- Show consideration and respect for the nursery equipment and resources, and for others belongings.

- Establish consistency in behavioural responses between home and nursery and when spending time with different adults.

Staff should:

- Recognize the individuality of all of the nursery children.
- Support each child in developing self-esteem, confidence and feelings of competence.
- Provide a key worker system enabling staff to build a strong and positive relationship with the children and their families.
- Work in partnership with parents/carers by communicating openly.
- Praise children and acknowledge their positive actions and attitudes therefore ensuring the children see that we value and respect them.

By having a Behaviour Management Policy, staff working at the nursery can recognize that most children, at certain stages in their development, demonstrate negative behaviour through physical response such as biting, kicking, hitting, or may vocalize their displeasure, for example using harmful words or swearing. Regardless of their behaviour, all staff are required to respond in a calm and positive manner.

When children behave in acceptable ways:

-They should not be singled out or humiliated in any way. The staff within the nursery will redirect the children towards alternative activities and a discussion will take place with the child respecting their level of understanding.

-Staff will not raise their voices in a threatening way.

-Physical punishment of any kind is never used.

-Children should not be physically restrained, unless to prevent physical injury to other children for example a child who throws things or kicks out.

-Parents will be informed if their child is unkind to others or if their child has been upset.

-Parents may be asked to meet with staff to discuss their child's behaviour.

-Reoccurring behaviour may require an ABC observation form to be filled in which will record the nature of the incident, triggers, timings, people involved and how it is dealt with each time. These records will be shared with the child's parent/carer.

-A behaviour care plan may then be devised along with the child's parent/carer to devise strategies to deal with this behaviour consistently at home and nursery.

The staff within the nursery recognize that on occasion, young children may be the victim or perpetrator of bullying. Although it is hoped that the situations will occur infrequently children do need their own space and time, and it is not always appropriate to expect a child to share and it is also important to acknowledge a child's feelings and to help them understand how others might be feeling. However, children must be encouraged to recognize bullying, fighting, hurting and discriminatory comments are not acceptable behaviour.

Bullying takes many forms, it may be physical, verbal or emotional, but it is always a repeated behaviour that makes others feel uncomfortable or threatened. Staff should ensure sensitivity in their management of any child who bullies another. They should ensure that the inappropriateness of their behaviour and that of the consequences are made clear, taking into account the child's maturity and level of understanding.

Staff will receive support in developing positive strategies for responding to and managing children's behaviour from the Designated Behaviour Co-ordinator- Susan McGeoch.

Opportunities to develop staff knowledge of effective behaviour management can be done through the NoodleNow course.

Written by: Susan McGeoch

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