

## **BEHAVIOUR MANAGEMENT**

### **Behaviour Definitions**

- Behaviour includes everything that we say or do that can influence or have impact on another person
- The way we behave is the way we act or react
- Behaviour includes everything that we say or do that some-one else can see.

We believe that children and adults flourish best in an ordered environment in which everyone knows what is expected of them and children feel free to develop their play and learning without fear of being hurt or hindered by anyone else.

We aim to work towards self-discipline and self-esteem in an atmosphere of mutual respect and encouragement.

A set of rules are shared by staff and children. We go through these rules with children on a regular basis and they are situated on the wall. (Rules enclosed at the end of this policy).

In order to achieve this:

- All adults will provide a positive role model for children with regard to friendliness, care and understanding and to offer strategies for handling any conflict. (Staff attend training for this).
- Children are encouraged to have responsibility e.g. help clean tables, tidy up, wipe dishes.
- Rules governing the conduct of the nursery and the behaviour of the children will be discussed and agreed within the nursery and explained to all new-comers, both children and adults.
- All adults in the Nursery will ensure that the rules are applied consistently so that children have the security of knowing what to expect and can build up useful habits of behaviour.
- Adults in the Nursery will help the children to challenge bullying behaviour appropriately, by talking to the child and help them to understand how the child being bullied is feeling, assist them in behaving appropriately towards the child/children. If necessary the Manager will meet with parents to discuss bullying issues and work together to overcome this.
- Adults in the Nursery will praise and endorse desirable behaviour such as kindness and a willingness to share. (Children receive stamps and stickers/certificates as a reward). In cases of behaviour difficulties a diary is shared from nursery to parents to monitor behaviour patterns and progress. Appropriate strategies are then carried out to support the child e.g. traffic light system.
- We will take positive steps to avoid a situation in which children receive adult attention only in return for undesirable behaviour.
- Confidentiality is respected at all times.

### When children behave in unacceptable ways:-

- They will be given 1-1 support in seeing what was wrong and how to cope by explaining to the child about what they could do instead, by gesturing (younger child) more appropriately, and encourage and support the child to change behaviour. If the child continues to misbehave they are told again, if the child ignores after being told, they are taken away from peers and activities for 1 minute per year of their age e.g. 2years = 2 minutes.
- Then give the child the opportunity to return to the activity/other child and behave appropriately, apologise to the other child, if there has been an incident.
- Physical punishment such as smacking or shaking will neither be used nor threatened.
- Physical support, such as holding, will be used only to prevent physical injury to children or adults and/or serious damage to property. Any significant event of this sort will be recorded, and the parent informed the same day.
- In the case of any child with any severe behaviour difficulties, parents' consent will be sought to enable staff to physically support them for their own and others safety by means of a consent slip signed by the parents.
- If staff have to physically support a child the parent will be informed of this the same day and asked to sign an incident sheet.
- In cases of serious misbehaviour, such as racial or other abuse, the unacceptability of the behaviour and attitudes will be made clear immediately, but by means of explanations rather than personal blame and parents are informed.
- Children will never be sent out of the room by themselves.
- Report to parent/carer at the end of the session of child's unacceptable behaviour.
- In cases of misbehaviour it will always be made clear to the child/children in question that it is the **BEHAVIOUR** not the child/children that is unacceptable.
- Adults will **NOT** shout or raise their voices in a threatening way.
- Adults in the nursery will make themselves aware of, and respect, a range of cultural expectations regarding interactions between people.
- Any behaviour problems will be handled in a developmentally appropriate fashion respecting individual children's level of understanding and maturity.
- Recurring problems will be tackled by the child's key worker and named Behaviour Management Person **Val Platt** in partnership with the child's parents, using objective observation records to establish and understand the cause and put strategies together with parents to improve their child's behaviour. This will be monitored by half termly meetings until the child's behaviour has improved.
- Adults will be aware that some kinds of behaviour may arise from a child's special needs.
- Any incident that occurs with a child that causes marks, injury to another child/adult will be recorded on an incident sheet and signed by parents or anyone else involved. Staff are not allowed to name the other child involved to the parents concerned.
- All children in the nursery are valued, by being included and listened to, understanding their individual needs. All staff access training on Behaviour Management.

In our nursery each room has a set of rules displayed as follows

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| - Good walking   | - Good sitting |
| - Good listening | - Kind hands   |