

Behaviour Management Policy/Promoting Positive Behaviour

EYFS - 3.50, 3.51

We believe that it is important for all children to learn to behave in a caring and appropriate way, to enable them to develop socially and to increase their self-esteem. We believe that everyone has a right to be treated with respect, addressed correctly and politely and be treated with equal concern.

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.

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 our children and that some behaviours are normal in young children e.g. biting
- Encourage self-discipline, consideration for each other and respect for the environment
- Encouraging children to share and care for each other.
- Encourage children to participate in a wide range of group activities to enable them to develop their social skills
- Ensure that all staff act as positive role models for children
- Encouraging acceptable behaviour through praise and encouragement.
- Work in partnership with parents by communicating openly
- Praise children and acknowledge their positive actions and attitudes, therefore ensuring that children see that we value and respect them
- Encourage all staff working with children to accept their responsibility for implementing the goals in this policy and are consistent
- Promote non-violence and encourage children to deal with conflict peacefully

- Provide a key person system enabling staff to build a strong and positive relationship with children and their families
- Have a named person who has overall responsibility for issues concerning behaviour.
- Developing consistent approaches to behaviour management both at home and in the setting

The named person as the Behaviour Management Co-Ordinator (BMCO) is:

The BMCO will:

- Advise and train other staff on behaviour issues and strategies.
- Along with each room leader, the BMCO 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
- Monitor staff-child interactions and ensure that good practice is maintained. Record the outcome and any action plans agreed
- Advise and support parents should they require assistance in this area
- Attend regular external training events
- Ensure all staff attend relevant in-house or external training for behaviour management. A record will be kept of staff attendance at this training.

We recognise that codes for interacting with other people vary between cultures and staff are required to be aware of this and respect those used by members of the Nursery.

Nursery rules are concerned with safety, care and respect for each other. Children, who behave inappropriately by physically abusing another child or adult e.g. biting, or through verbal bullying, will be required to talk through these actions and apologise where appropriate. The child who has been upset will be comforted and the adult will confirm that the other child's behaviour is not acceptable. It is important to acknowledge when a child is feeling angry or upset and that it is the behaviour we are addressing, not the child.

All children may from time to time display signs of unwanted behaviour. When this happens in the Nursery will implement appropriate strategies, according to the children's understanding.

All adults coming into contact with the children (including staff members, students, parents and visitors) are expected to provide a good role model and to behave in an appropriate way. Any adult behaving inappropriately will be asked to leave the area and to discuss the matter with a senior member of staff.

Positive techniques that are appropriate to the age of the child and to the situation will be used to avoid unacceptable behaviour and conflict, for example:

- Identifying early signs or triggers of unwanted behaviour
- Distracting children if they become frustrated.
- Early intervention to avoid disagreements.
- Encouraging appropriate behaviour by setting attainable targets with the children.
- Encouraging children to settle disputes by compromise and negotiation.
- Helping children understand what is and what is not acceptable behaviour. When doing this, it is important to maintain positive eye contact and speak assertively about the situation
- Staff will not raise their voices in a threatening way
- Thinking time, away from the other children and activities (with adult support, if appropriate). An explanation should be given prior to this and again after.
- Encouraging children to empathise with other people's feelings.

When dealing with situations staff members will maintain a calm and consistent approach at all times.

Situations will be dealt with immediately to avoid escalation.

If a child is continually showing signs of unacceptable behaviour the Key Person will discuss this with the child's parents and the BMCO. Together, they will agree a plan of action, whereby staff and parents can work in partnership to provide a consistent approach.

In some cases we may request additional advice and support from other professionals, such as an educational psychologist or child guidance counsellors

When disputes occur between children, the identity of the children involved in the dispute will remain confidential.

Confidential records will be kept on any negative behaviour (incident reports) that has taken place. Parents will be informed and asked to read and sign any entries concerning their child

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 or threatened.

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 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, a member of staff will be available to discuss those concerns. It is only through co-operation that we can ensure our children feel confident and secure in their environment, both at home and in the Nursery
- All concerns will be treated in the strictest confidence.

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.

In no circumstances will physical punishment, humiliation, denial of food or drink be used as punishment in line with the Children Act 1989, Children Act 2004, Every Child Matters, and the Statutory Framework for the Early Years Foundation Stage and the UN Convention for the Rights of Children.

Physical intervention will only be used to manage a child’s behaviour if it is necessary to prevent personal injury to the child, other children or an adult. Any occasion where physical intervention is used to manage a child’s behaviour will be recorded and parents will be informed about it on the same day.

Physical punishment will NEVER be used or threatened

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Policy adopted on:		Date disseminated to staff:	Date for Review:
Approved on behalf of the Nursery	Name:	Position:	Sign: