

WESTMILL NURSERY

BEHAVIOUR MANAGEMENT POLICY

Statement of intent

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

Aim

We aim to work towards a situation in which children can develop self-discipline and self-esteem in an atmosphere of mutual respect and encouragement.

In order to achieve this aim, we operate the following Behaviour Management Policy:

- We make children, parents and staff aware of the agreed rules concerning the children's behaviour.
- We ensure that all adults in the group apply the rules consistently, so that children know what to expect and can develop useful behaviour habits.
- We encourage all adults to provide a positive model for the children, with regard to friendliness, care and courtesy.
- We make sure that adults in the group praise and endorse desirable behaviour, such as kindness and willingness to share.
- We take positive steps to avoid situations in which children receive adult attention only in response to undesirable behaviour.
- We recognise that codes for interacting with other people vary between cultures and require staff to be aware of and respect those within the group.

When a child's behaviour is unacceptable:

- Physical punishment will be neither used nor threatened.
- The child will not be sent out of the room on his/her own.
- The child will not be singled out or humiliated.
- Adults will neither shout, nor raise their voices, in a threatening way.
- It will be made clear that it is the behaviour, and not the child, that is unwelcome.
- One-to-one adult support will be given to identify causes and improve the behaviour pattern; where appropriate a period of 'time-out' under adult supervision may be used.
- The unacceptability of serious misbehaviour will be made clear immediately by explanations, not personal blame.
- Adults will be aware of, and respect cultural differences in interactions between people, and will be aware that some kinds of behaviour may arise from a child's special needs.
- Problems will be handled as appropriate to a child's development, including level of understanding and maturity, for example by distraction, discussion or by withdrawing the child from the situation.
- We work in partnership with the child's parents. Parents are regularly informed about their child's behaviour by a member of staff. We work with parents to address recurring unacceptable behaviour using objective observation records to help us to understand the cause and to decide jointly how to respond appropriately.

Bullying:

Bullying involves the persistent physical or verbal abuse of another child or children. We take bullying very seriously.

If a child bullies another child or children:

- We intervene to stop the child 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.
- We help the child who has done the bullying to apologise for her/his actions.
- We make sure that children who bully receive praise when they display acceptable behaviour.
- We do not label children who bully.
- When children bully, we discuss what has happened with their parents and work out with them a plan for handling the child's behaviour. This will be recorded in our incident book.
- 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.

Bullying will not be tolerated and we shall work very hard to eradicate it as quickly as possible.

Biting:

Incidents of biting are always addressed at Nursery.

- If biting occurs both children involved will be spoken to separately and the incident recorded in the incident book.
- Both sets of parents will be told of the incident separately.
- Should this behaviour continue we will work with the parents in the preparation of individual 'play plans' focussed on deterring this type of action.

The policy was modified and adopted on (date):

Review Date:

Signed: (member of staff representing the group):

Role of signatory: