



# Behaviour Management Policy

**Arrangements for Review:**

**Marian Horton** is responsible for the implementation of this policy and conducting regular reviews. This policy was adopted in July 2010 and **will be reviewed in July 2011.**

### **Statement of intent**

Seashells and Sheerness Neighbourhood Nursery believe that children flourish best when they know how they are expected to behave and should be free to play and learn without fear of being hurt or unfairly restricted by anyone else.

### **Aim**

We aim to enable children, families, carers and staff to reflect upon their words or actions, and to work with them to encourage consideration of consequences, and reasoning. We focus on identifying positive behaviours, but will challenge any behaviour that gives causes for concern, and aim to help children and families to develop an understanding of what is right, what is wrong, and why.

### **Strategies**

- The Nursery & Seashells have named persons (see above), who have overall responsibility for issues concerning behaviour.
- We require the named persons to:
  - keep her/himself up-to-date with legislation and research and thinking on handling children's behaviour;
  - access relevant sources of expertise on handling children's behaviour; and
  - check that all staff have relevant in-service training on handling children's behaviour. We keep a record of staff attendance at this training.
  - ensure all staff are aware of Solihull training and materials how to implement them.
- We require all staff, volunteers and students to provide a consistent, positive model of behaviour by treating children, parents and one another with friendliness, care and courtesy.
- We require all staff, volunteers and students to use consistent, positive strategies and comments for handling any conflict by helping children find solutions in ways which are appropriate for the children's ages and stages of development - for example distraction, praise and reward.
- We familiarise new staff and volunteers with the behaviour policy and its rules for behaviour.
- We expect everyone - children, parents, staff, volunteers and students - to keep to the rules, requiring these to be applied consistently.
- We praise, endorse and respect desirable behaviour such as kindness and willingness to share.
- We provide an environment where children learn to respect themselves, other people and their environment.
- We avoid creating situations in which children receive adult attention only in return for undesirable behaviour.
- We recognise that codes for interacting with other people vary between cultures and require staff to be aware of - and respect - those used by others.
- When children behave in unacceptable ways, we help them to see what was wrong and how to cope more appropriately.
- We never send children out of the room by themselves.
- We never use physical punishment, such as smacking or shaking. Children are never threatened with these.

- We do not use techniques intended to single out and humiliate individual children.
- We only use physical restraint, such as holding, to prevent physical injury to children or adults and/or serious damage to property. Details of such an event (what happened, what action was taken and by whom, and the names of witnesses) are brought to the attention of Management and are recorded. A parent is informed on the same day and signs the record to indicate that he/she has been informed, if the child was in the Nursery or creche.
- In cases of serious misbehaviour, such as racial or other abuse, we make clear immediately the unacceptability of the behaviour and attitudes, by means of explanations rather than personal blame.
- We do not shout or raise our voices in a threatening way to respond to children's behaviour.
- We handle children's unacceptable behaviour in ways which are appropriate to their ages and stages of development - for example by distraction, discussion or by withdrawing the child from the situation.
- We work in partnership with children's parents. Parents are regularly informed about their children's behaviour by their key persons. 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.
- Parents are encouraged to share the positive approach to behaviour management in use in Seashells and the Nursery. Specifically the 'Non-smacking Policy' which is brought to the attention of parents where appropriate.
- We seek advice from other agencies should the need arise.
- Abusive, rude or aggressive language and behaviour will not be tolerated towards other centre users or staff.
- Violent behaviour will not be tolerated in the Nursery or Seashells either towards staff, adults or children – this includes the threat of violent behaviour. Anyone breaching this will be asked to leave the centre immediately, with their continuing use of the centre to be reviewed by the Centre Manager.

### **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 say sorry 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; and
- 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.

### **Safeguarding children**

- Staff are required to observe a child's behaviour having regard to the fact that the reasons a child is presenting unacceptable behaviour could be a safeguarding children issue.