



BEHAVIOUR MANAGEMENT POLICY

Behaviour Management Co-ordinator: Mrs. Lianne Randles

The nursery has a duty of care towards all children who attend our organisation. We wish to support children's development in ways which will foster security, confidence and independence. The prevention of all forms of bullying is a central principle of this.

- To protect children in our care from all forms of bullying including violence, threats, teasing, name calling, exclusion, stealing and spreading rumours.
- To encourage all children towards a positive self image.
- To help the children view themselves as part of the nursery and to sustain positive relationships with their peers.
- To provide opportunities for children to discuss bullying with staff members and to equip staff with strategies to recognise and combat bullying effectively.
- To offer advice and support to all children and parents involved in bullying incidents at nursery.
- By providing adequate and appropriate staffing and ensuring that staff receive training on bullying issues.
- By listening to children's concerns, taking them seriously and acting appropriately.
- By taking appropriate action if an incident occurs, including mediation, support and parental involvement sanctions and record keeping.

Inappropriate language

We recognise that sometimes young children pick up speech habits from they're parents and other people and may use speech that ids inappropriate (e.g. racist comments). The children may not understand that the language is inappropriate. The parents will be informed of any incidents that happen and the nursery staff at the time of the incident will explain to the child these comments are inappropriate. It will be insisted that the parents work with the child as well as the nursery staff to show the child these comments are inappropriate.

Rough and tumble play

We recognise that children, through imaginative play, can get rough when playing games such as superheroes, goodies and baddies or copying things they have seen on TV like shooting and fighting. Staff will not label this play as bullying or inappropriate as it is an opportunity to teach the children right from wrong. If the behaviour becomes inconsiderate, then staff will talk to the child, calm them down, give them other ideas for playing games, and use it as an opportunity to teach the child. Staff will not shout or make the child feel they are doing something wrong but use the situation to teach the child, explore alternative scenarios and strategies for this play.

Hurtful and inappropriate behaviour

Children can behave in hurtful and inappropriate ways due to the fact they do not know how to express certain feelings or emotions. If this happens, staff will inform the parents about the incident and speak to the child, calm them down, help them deal with their feelings and tell them a better way of expressing their emotions in a more positive and appropriate way.

For under 3's and children who are pre-verbal - these children may also not understand certain intense feelings and emotions and express them in ways such as biting, tantrums, and fighting. They may also not understand an explanation from a practitioner on how to better deal with these feelings. If any of these children show inappropriate or hurtful Behaviour, then the staff will calm the child down with cuddles and positive attention; the practitioner will take them out of the situation and get them involved in another activity to take their mind of it. They will give a simpler and delevpomentally appropriate explanation to the child about their behaviour, and how to express these feelings.

On occasions situations may occur where physical intervention may need to be used to manage a child's behaviour. It may be necessary to prevent personal injury to the child, other children or adult or to prevent serious damage to property. On any occasion where physical intervention was used the incident will be recorded and the parents notified on the same day. If the behaviour continues, the issues will be discussed with the parent in confidence, and together nursery and the parents will agree on a strategy to use at nursery and at home so that everyone is working towards the same goals and this will help the child to not be confused.

If the behaviour still continues, then the issues will be taken further and the Inclusion teacher/health visitor etc will be contacted for more professional advice and information to see if there is any extra help that could help the child further. The parents will be informed of any action taken.

DATE OF POLICY: _____

SIGNED: _____

POLICY REVIEW: _____