



BEHAVIOUR MANAGEMENT POLICY

Teaching young children to respect their friends, teachers and parents/carers is one of the fundamental responsibilities of pre-school education. How good behaviour and discipline is achieved is complex and variable. Every child with a behaviour problem, great or small, short or long term must be treated in the right way and treated as an individual. This involves close co-operation and discussion with parents/carers. However, discipline is achieved the children must be guided into better relationships without losing their self-respect and positive image of themselves. The child must not feel alienated or unloved but the reasons for their unacceptable behaviour must be addressed and appropriate attention given to the child to soothe their frustrations.

At the nursery the children are continuously praised for thoughtfulness, kindness, good manners and good behaviour. All children have the basic desire to please and feel good about themselves and the nursery will do all it can to support them to be the people they would like to be. The children are made aware of what is and is not acceptable behaviour and all staff will help the children to understand why certain behaviours are not appropriate and that there will be consequences for these behaviours. Children are encouraged to resolve conflicts such as sharing with use of language and gesture. The children are encouraged to be responsible for the nursery environment, for example by helping to tidy up. Children are always reassured that they are valued as individuals even if their behaviour is not always acceptable and positive praise will be given to high-light the behaviours they display which are acceptable. For every child's sake rough, dangerous, unkind or rude behaviour is not acceptable. Bullying is very rare in children of such a young age but is not acceptable at St. Peter's Nursery school by children or staff.

The nursery speaks with parents/carers about any inappropriate behaviour on the day that the incident occurred. This discussion will take place away from other parents/carers either after all other parents/carers have left the building or in a room where no other parents/carers are present. The nursery will do their best to reassure the parent/carer that the incident has been dealt with and resolved at nursery, and that we do not expect them to discuss the incident any further at home with the child, but this is of course at the parent/carers own discretion.

We will tell the parent/carer what the incident was and how it was dealt with at nursery. If the child is displaying reoccurring behaviour difficulties then a meeting would be arranged with the parent/carer and the child's key person to put in place a behaviour management strategy, for example, a smiley face home contact book. Regular discussion will be held to monitor how the strategy is working and whether any change is needed in the behaviour management technique is necessary. These discussions are to reassure parents/carers about their child and to build a positive relationship with the whole family, so that we may offer them any further support they may need.

St. Peter's Nursery School does not humiliate, segregate, withhold food or use a 'naughty chair/step' in managing children's behaviour, as this is detrimental to their self-esteem. We do not use physical punishments or the threat of them. Staff do not use any form of physical intervention unless it is necessary to prevent personal injury to the child, other children, an adult or serious damage to property. Any incidents of inappropriate behaviour are dealt with immediately. The child who has behaved inappropriately will be spoken to by a member of staff. They will explain to the child that the behaviour is not okay, they will also explain how the child could have reacted instead of the behaviour they displayed. This discussion will either take place where the incident occurred with the staff member getting down to the child's level to talk to the child, or the child will go with the member of staff away from the area the incident happened. 'Time out' may sometimes be the best way to deal with an incident, this will be done by the child sitting on a chair with the nursery's 'sad face' and a sand timer. Visual guides help children to understand emotions and the sand timer allows the child to see how long they must take the time to stop and think about their behaviour. A member of staff will always be close by the child and when the sand timer has run out the member of staff will sit with the child and discuss the inappropriate behaviour that has occurred and praise the child for sitting well during their 'time out'. A member of staff may also sit next to a child, for example, at story time or circle time if a child needs correct behaviour to be modelled.

All staff will help to support the child's key person in implementing the strategies put in place. These strategies would may involve the child's key person shadowing the child to try to intervene before an incident occurs and to teach the child the correct way to deal with a situation. All staff will reinforce to the child appropriate behaviour and teach the child how to respond to stressful and frustrating situations. All the children at Nursery will be made aware that certain behaviours are never appropriate at Nursery.

If physical intervention is necessary the incident would be recorded in the accident book detailing the child's name, date, time, place of incident, staff member(s) who used physical intervention, previous intervention techniques used prior to the incident, the circumstances of the incident and factors leading up to the incident, the nature of the physical intervention, names of witnesses, any injury that may have occurred during the incident and any further action taken.

This record would then be signed by the parent/carer and a copy would be given to them for their records and one kept for our records.

Staff use intervention techniques, for example if a child does not cope well with the changes in the daily routine, the child will be given a gentle reminder of what activity is about to happen, either verbally or with the use of a picture timetable. Staff will speak to a child at their level either by sitting next to them or by crouching down, so that the child can hear what the staff is saying and can see that the adult is able to hear them. Understanding what causes the behaviour is very important so taking time to listen and understand the child is vital. Explaining to the child alternative ways they can act in certain situations, helps children to learn to deal with their own emotions which are often frightening to themselves, using affection either verbally or physically can help prevent inappropriate behaviour. With the use of the key person system, staff learn about their own children and can develop their own strategies to help the children to reach their full potential at nursery.

Children with additional needs sometimes require extra support for their behaviour, and in some circumstances their needs are best met with one-to-one support. Where funding is put in place for one-to-one support the nursery will discuss with parents/carers and professionals involved in the child's care whether they are able to attend the nursery without one-to-one support should funding not cover the child's full hours at nursery. If the child's best needs are not met without the extra support and thus their behaviour impacts on the other children in the setting, then a reduction of hours the child attends would be discussed.

All staff, students and volunteers set a good example as positive role models and will model acceptable behaviour to each other and to all the children. All staff have read and understood the nursery's behaviour policy and all staff work together as a team to ensure that we are all demonstrating and implementing the same acceptable behaviour management and strategies.

We hope every child will leave St. Peter's Nursery School for Primary School well prepared to be a good pupil and able to enjoy a happy fulfilling life in school.

This policy was reviewed and agreed at a meeting of the St Peter's Nursery School Management Committee held on

