

# **St. Bernadette's Pre-School Nursery**

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## **Behaviour Management**

### **Behaviour Management Co-Ordinator: -Carole Gilbert**

Our nursery believes that children flourish best when they know how they are expected to behave. 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.

Positive behaviour is encouraged at all times and includes:

1. Making the children feel valued and good about themselves
2. Giving lots of praise and encouragement
3. Promoting sharing and turn-taking
4. Explaining the rules of nursery to the children
5. Providing opportunities for children to make choices and take responsibilities (i.e. caring for others, tidying up)
6. Ensuring staff, volunteers and students set good examples

When children behave in an unacceptable way the following steps are taken:-

- Initially the child will be told that such behaviour is unacceptable and given an explanation as to why, depending on the child's age, level of development and circumstances surrounding the behaviour. It may involve a child being asked to talk and think about what he or she has done. It may also include a child having to apologise for their actions if appropriate.
- If the unacceptable behaviour persists, the child will be distracted from the situation and guided to another activity.
- Parents will be informed if their child is unkind to others or if their child has been upset.
- If a child has physically injured another child, e.g. biting, nipping, etc., both parties' parents / carer will be informed on arrival, and the incident recorded in the accident book.

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- If a child has been restrained to prevent injury to themselves or others, this will be recorded in the accident / incident book and parent / carer informed on collection of child. A child would only be restrained as a last resort  
*NB: At no time will the threat of physical punishment be used.*
- Parents may be asked to meet with staff to discuss their child's behaviour, so that if there are any difficulties we can work together to ensure consistency between home and the nursery. In some cases we may request additional advice and support from other professionals.
- Through partnership with parents/carers and formal observations, staff will make every effort to identify any behavioural concerns and the causes of that behaviour. From these observations and discussions an individual behaviour plan will be implemented.

### 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 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 guidelines 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 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
- The staff are ready to initiate games and activities with children, when they feel play has become aggressive, both indoors or out

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- 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, the child's key person will be available to discuss those concerns. It is only by co-operation that we can ensure our children feel confident and secure in their environment, both at home and in the nursery.

If a member of staff bullies a child or another adult that member of staff will be disciplined, and the incident recorded. If the bullying continues this may lead to dismissal.

Any adult who is being subjected to bullying must inform the manager as soon as possible.

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.

This policy will be reviewed March 21