

BEHAVIOUR POLICY

Policy name	Behaviour Policy		
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Applicable to	All employees and volunteers		
Effective from	January 2022	Date approved by trustees	
Next revision date	January 2023		

Introduction

Howgill Nursery believe that providing a safe, secure, and nurturing environment is fundamental to the healthy growth of all our children.

Howgill aims to help children develop and grow in a happy, relaxed and enjoyable environment.

Members of staff are good role models for children by showing good behaviour and drawing attention to friendliness, care and courtesy.

Positive and good behaviour from children is encouraged and always praised by the staff Howgill.

Children are treated as individuals and are encouraged in their play to respect each other at all times.

No form of bullying is accepted at the Nursery, whether it is physical, harassment or name calling.

When dealing with on-going behaviour issues they will be recorded as they need to be monitored and reviewed.

We encourage British Values which inspires mutual respect.

Principles for Behaviour Management

Here at Howgill we follow the Early Years Foundation Stage (EYFS) framework. Through this framework we ensure that all children are provided with a broad and balanced curriculum, regardless of their behaviour.

We believe that the following principles help to promote behaviour management.

They are:

- When dealing with behaviour, we believe that it isn't the child who is difficult but the behaviour which is difficult.
- The interests of the child are paramount.
- When managing children's behaviour we respect their culture, ethnicity, religion, gender, age, understanding, language, specific needs, abilities and gifts. We ensure that not only are the children respected but their parents and carers.
- We encourage appropriate behaviour through using positive reinforcements.

- We aim to work in partnership with parents when dealing with a child's behaviour by sharing our strategies and offering advice when required

We will support your child in managing their behaviour by:

- Modelling good behaviour.
- Encouraging our children to behave sensibly and considerately.
- Sharing reasons for rules and asking children to join in rulemaking as appropriate.
- Giving children the security of clear, fair rules, which are applied in a consistent manner.
- Supporting our children in developing respect for themselves and others.
- Responding to the child rather than reacting to the emotion. A calm, positive, supportive approach from staff will aid emotional development and self-control.

A Key Person is allocated to each child, the Key Persons responsibility is to closely monitor the child's progress and welfare. Staff are expected to support children in their care allowing them to understand boundaries and expectations of behaviour, taking into account parents/carers wishes, where appropriate. Children's individual needs and their age/stage of development will also be recognised, as all children learn and develop at different rates. Developmental Norms are used as a baseline, with key persons recognising, on entry to their rooms, a starting point for all children in their care.

Activities and experiences at nursery will be grouped according to age/stage with their Key Person, however, on some occasions, larger gatherings will take place involving different age ranges. Staff will encourage positive behaviour from children through creating opportunities for achievement, emotional and physical expression. Staff also recognise and understand that, at times, inappropriate behaviour is a means of communication with some children, and staff will respond and document appropriately.

Children who are demonstrating unwanted behaviours, will be observed and notes will be taken to identify if there are underlying medical, emotional or developmental issues. Age/stage appropriate strategies will be used in the first instance, strategies will be discussed with parents and be implemented initially for a period of time that has been discussed and agreed. It is imperative that the setting works with parents and carers to ensure consistency with the child and that we are working, in partnership with parents, to make sure the most effective behaviour strategies are implemented. If through observation we feel the child requires additional support, again we will work with parents, and outside agencies.

Distraction techniques are used with children, (for example staff may change the pace/location of the game/activity).

Strategies are used in all rooms, with children encouraged to share, respect and listen to each other.

Strategies used are: positive reinforcement, 'calm' area with a range of fidget toys, emotion display to help children articulate their feelings.

Children may be taken to the calm area by staff, who will explain in calm and controlled manner that the behaviour being demonstrated is unacceptable (age/stage appropriate), the period of time is flexible to meet their individual needs and staff will stay with the child throughout the whole process. Staff will then give a clear explanation to the child and help the child understand the effects of their behaviour on the other children and adults in the room. Stories may be shared linked to feelings and emotions.

We will take all the steps necessary to ensure that all children will be treated equally. In cases of anti- social behaviour, staff will endeavour to explain why such behaviour is not acceptable. Children (age/stage appropriate), and staff will be close by to offer support. Our supported child programme will be discussed with parents/carers, and implemented during the child's sessions, this is discussed by the child's Key Person and manager, with targets agreed for the child, over set periods of time, review dates are agreed and parents are invited to attend regular progress meetings.

Bullying is **not** tolerated in our nursery. Bullying is when someone deliberately sets out to hurt, threaten or frighten someone. This can include:

- Verbal – name calling, racist remarks, persistent teasing.
- Indirect - spreading nasty stories.
- Physical – tripping people up, throwing things, pulling hair, biting or hitting others.

None of the above is acceptable and any child who is found to act in this way would be spoken to and explained that their actions are not acceptable at nursery. If the actions continue, nursery staff will observe and record behaviour, discuss the findings with the nursery manager, and parents/carers will be invited in to discuss these findings. Any child who feels they are being bullied can approach the staff or their parent/carer and the matter will be dealt with immediately.

Staff work together so that children see them acting in accordance with the aims and policies of the nursery at all times, and as positive role models.

If a child's behaviour causes concern, parents/carers will be offered an appointment to discuss these concerns. Regular supportive meetings will be arranged to ensure clarity and open dialogue, and to provide strategies and solutions to areas of behaviour that are giving concern.

These are documented and kept with child's file, whilst adhering to our Confidentiality policy.

Support from outside agencies may be requested, parents/carers will be notified which agencies we are asking for support and will be invited to attend meetings/consultations where appropriate.