



STARFISH NURSERY

BEHAVIOUR MANAGEMENT POLICY

Statement of Intent

Our Starfish Nursery believes 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:

Provide an environment in which there is acceptable behaviour and where children learn to respect themselves, other people and their environment.

Methods

In order to fulfil this aim:

All nursery staff are responsible for issues concerning behaviour and are required to:

- Keep themselves up-to-date with legislation and research and thinking on handling children's behaviour;
- Access relevant sources of expertise on handling children's behaviour.
- Update relevant training on handling children's behaviour. We keep a record of staff attendance at this training.
- Enforce and follow the golden rules of the setting.

We require all staff, volunteers and students to provide a positive model of behaviour by treating children, parents/carers and one another with friendliness, care and courtesy.

We require all staff, volunteers and students to use positive strategies 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 Nurseries Behaviour Policy and its rules for behaviour.

We expect all members of the Starfish Nursery, children, parents/carers, staff, volunteers and students to follow the golden rules, requiring these to be applied consistently.

We praise and endorse desirable behaviour such as kindness and willingness to share.

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 members of the Starfish Nursery.

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 our Starfish Nursery Manager, or in her absence the Deputy Manager and are recorded in our Incident Book. The child's parent/carer is informed on the same day and signs the Incident Book to indicate that he/she has been informed.

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 that are appropriate to their ages and stages of development, for example by distraction, discussion or by withdrawing the children from the situation.

We work in partnership with children's parents/carers. Parents/carers are regularly informed about their children's behaviour. We work with parents/carers to address recurring unacceptable behaviour, using objective observation records to help us to understand the cause and to decide jointly how to respond appropriately.

Rough and Tumble Play

We monitor rough and tumble play. We teach children to play appropriately with each other and to be kind to others. We also teach the children to be careful when playing with others so that they don't accidentally hurt each other. Inappropriate rough and tumble play that is displayed by a child will result in the child being spoken to, to help them understand the effects they have on others and the parents/carers will be informed.

Regularly observed rough and tumble play will be recorded and observed carefully by staff, as some issues may need to be acted out by the child for the child to process the information and move on. Careful consideration will be given in these situations although it may not always be possible due to safeguarding of the child, other children and adults.

Hurtful Behaviour

Hurtful behaviour of any kind is not accepted. Any child that hurts another child will be spoken to by a member of staff in an age/stage appropriate manner. The child will be given a chance to explain why they did/said what they did. They will then be told why their actions are not acceptable and will be asked to apologise to the child. If a child regularly displays hurtful/unkind behaviour to others, the child will be observed and monitored by

their keyperson and if necessary put on a reward programme with the permission of the parent/carer. When the child displays desirable behaviour they get rewarded with a sticker that goes on a sheet to record the child's progress. The information is then shared by the child's keyperson at the end of the week with the parent/carer who then rewards the child at home over the weekend. This system is carried out quietly so other parents/carers and children are unaware to avoid labelling. Information is only shared with relevant people i.e. child, keyperson, other members of staff and parents/carers of the child. If this is to be shared with other professionals, parent/carers permission will be obtained. This system is reviewed with parents/carers and staff as to how long individual children stay on this programme.

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/carers and work out with them a plan for handling the child's behaviour.
- When children have been bullied, we share what has happened with their parents/carers, explaining that the child who did the bullying is being helped to adopt more acceptable ways of behaving.

Our Golden Rules are:

- **Walking Feet**
- **Kind Hands**
- **Sharing Toys**
- **Listening Ears**
- **Kind Words**
- **Please and Thank you**

This policy was adopted for Starfish Nursery.

Name: Mrs Angela Malanczuk

Position: Manager

Signature:

Date:

