



## Behaviour Management Policy

We believe that children and adults flourish best in an organised environment in which everyone knows what is expected of them, so children are free to develop their play and learning without fear of being hurt or hindered by anyone else. We aim to work towards an environment in which children can develop self-discipline and self-esteem in an atmosphere of mutual respect and encouragement. We aim for children to be polite and well mannered and for children to understand expectations, rules and boundaries at ACE.

In order to achieve this:

- We aim to provide a caring, stimulating environment where the children's interests are catered for in such a way that unacceptable behaviour is unlikely to occur.
- We encourage the children to show respect for adults, other children, animals and other living things. We expect them to play constructively and use the toys, equipment and books with care.
- All adults working with the children will ensure that boundaries are applied consistently, so the children have the security of knowing what to expect and can build up good patterns of behaviour.
- Adults will take into account that some kinds of behaviour may arise from a child's special needs or cultural differences; **also see SEND (Special Educational Needs and Disabilities policy) and Equalities policy.**
- All adults provide a positive role model for the children with regard to friendliness, care and courtesy.
- Adults in the nursery praise and endorse desirable behaviour such as kindness and willingness to share.
- We take positive steps to avoid situations in which children receive adult attention only in return for undesirable behaviour.
- During weekly staff meetings we address the nursery environment and the behaviour and needs of the children, so necessary changes can be promptly made to aid the smooth running of the classrooms and allow all children to access all areas and resources they require; some with child friendly visual labels.
- Projects and themes which the children express an interest in will be followed to help promote positive behaviour and encourage children to express emotions appropriately.

### Dealing with Unacceptable Behaviour

**Physical intervention will only be used to manage a child's behaviour if it is necessary to prevent personal injury to the child, other children or an adult or to prevent serious damage to property or in what would reasonably be regarded as exceptional circumstances. Any occasion where physical intervention is used to manage a child's behaviour will be recorded on an incident form and parents informed.**

- It will be made clear that it is the behaviour, and not the child that is unacceptable.
- 1 to 1 adult support will be given to the child to identify causes and improve the behaviour pattern. Staff may also speak with the parent/carer to gain their insight into potential causes of the behaviour and solutions which may have been successful at home or other settings.
- Clear, age appropriate explanations will be made to the child of why the behaviour is not acceptable.
- Adults will emphasise how they would like the child to behave rather than focusing on the unacceptable behaviour.
- Physical punishment will neither be given nor threatened.
- A child will not be singled out or humiliated.
- Adults will neither shout, nor raise their voices in a threatening way.
- The adult who first addresses the unacceptable behaviour will follow through to support the child, unless the adult requires assistance, or is inadequately trained or experienced to deal with the situation.
- Adults will try to defuse the situation before it becomes serious.

### **Positive Handling**

Adults will use the following steps when encouraging children to follow the nursery routine, for example, coming in from the garden:

- The adult will attempt to talk to the child (down at the child's level in a soft voice and with eye contact) encouraging them to line up with their friends as it is time to go inside to play.
- If the child is still unwilling, the adult will hold out their hand and gently attempt to guide the child to where they should be, continuing to give support and praise.
- If a child is angry or upset it sometimes helps to sit/stand and gently talk to them, giving them time to tell you what they are unhappy about.
- Sometimes children refuse to interact with an adult – if this happens, another member of staff will step in and try to calm the situation. Children will often calm down and want to join their friends when they see the rest of the group going inside.
- On some occasions it may be necessary to move the child if they are in danger of hurting themselves or could harm others. The child would be moved to a quieter place where the adult can talk to them and continue to give support for as long as needed. A 'calm down box' is also available which contains a range of sensory resources for the child to use.

If the undesirable behaviour persists the key person, with the help of the Designated Person for Behaviour Management (Lisa Tuohy), will meet with the parent/carer to discuss the difficulties the child is experiencing and decide on strategies for the nursery and home to use. A Behaviour Care Plan will be completed at this point which will be regularly reviewed by the parent/carer and key person.

### **Special Educational Needs/Disabilities (SEN/D)**

Some children with special educational needs or disabilities may need physical intervention and this will be discussed with parents/carers before the child joins the setting and appropriate routines and procedures will be agreed and a record kept.

### **Tantrums**

While addressing unacceptable behaviour the child may have a tantrum. If this happens, the adult will make sure the child is in a safe area of the room and an adult will stay close by. No intervention is necessary from the adult (as long as the child is safe). The adult **will not** use the following language:

"If you stop crying you can go and play"

"Have you finished yet?"

Once the tantrum has finished we allow the child a few minutes to calm down with the comfort and support of an adult and access to the 'calm down box' before being encouraged to rejoin their group.

### **Unkind behaviour towards an individual**

At this age we appreciate the children won't understand the term 'bullying' but we work hard to discourage any unacceptable behaviour.

If a child is witnessed behaving in an unkind manner to a specific child, both children will be spoken to separately and the recipient will be comforted by an adult. The incident will be discussed with both sets of parents/carers on the same day, either face to face or over the telephone (confidentiality applies). Further incidents will be recorded on an incident form and discussed with the child's parents as before. This type of behaviour will not be tolerated and we shall work very hard to eradicate it as quickly as possible.

### **Weaponry Play**

Weaponry play isn't discouraged at ACE. If children show an interest in this type of play adults will guide the play by introducing a project related to it; arrange visits to local museums, or a trip to the library to explore weaponry throughout the ages – to broaden their knowledge and understanding in a structured, positive way.

### **Physical Aggression (hitting and kicking)**

Any child who has been hurt by another child is consoled and given reassurance. The aggressor is then taken aside by the adult who witnessed the behaviour and the incident is discussed in an age appropriate way,

with the adult coming down to the child's level. The adult will encourage and support the aggressor to engage in appropriate play and will discuss the incident with the parent/carer privately.

### **Aggressive / Bad Language**

Aggressive language (i.e. "I'm not your friend") is immediately challenged and discussed with the child, explaining the reason why this sort of language is not acceptable.

Bad language (swearing or inappropriate use of 'rude' words) is initially ignored. However if this becomes persistent it is then acted upon and the key person will inform the child's parent/carer and the incident may be recorded.

Incidents of undesirable behaviour will be recorded and if the behaviour continues the parent/carer will be informed and strategies jointly agreed to improve the situation.

### **Partnerships with Parents/Carers**

To make sure parents/carers are familiar with our behaviour policy and procedures we shall:

- Display the policy on our website, which is updated annually
- Keep parents/carers up to date with any changes to the policy and procedures
- Keep parents/carers informed of their child's behaviour and how we are managing it in the setting via: parent/teacher meetings; feedback at the end of a session. Parents/carers can arrange a meeting with their child's key person or the Behaviour Management Lead: Lisa Tuohy, if they have any concerns.

**Policy Adopted:** Autumn term 2020

**Review Date:** Autumn term 2021

**Designated Person:** Lisa Tuohy

**Signed:** *Lisa Tuohy*

**Position:** Headteacher