



Behaviour Management Policy

At Little Professors Nursery children are supported and encouraged to respect themselves and each other, express their emotions through play and discussion and provide their own solutions when in conflicting situations.

Nursery practitioners use the principles of circle time and praise to assist in promoting children's emotional well-being and social development. Nursery practitioners employ strategies that are effective in supporting children's behaviour and understand the importance of adopting different strategies to support children's individual needs.

Procedure

Nursery practitioners encourage acceptable behaviour through positive reinforcement and by being positive role models to children. Nursery practitioners use positive language, discussion and circle time to manage children's behaviour. Children are encouraged to provide solutions to conflict situations through discussion with their peers and support from the nursery practitioner.

Should a child show behaviour that is unacceptable, for example being unkind to others, being disruptive to the group, or causing physical injury to others, the nursery team will use behaviour management strategies that are appropriate to the child's development and needs, these strategies include:

- With the child, the nursery practitioner identifies and explains why the behaviour is unacceptable and what the consequences are of their words or actions.
- When a child shows unacceptable behaviour, nursery practitioners explain or discuss with the child what it is the child should be doing.
- The child is given two opportunities to correct the behaviour. Should the behaviour remain the same the child is removed from situation until the child feels he/she is ready to play or join in with the group appropriately.
- Some attention seeking behaviours are ignored, provided the safety of the child and that of others is not at risk, praise is given to positive behaviours.
- Distraction can be used when unacceptable behaviour is shown. Children are offered a choice of two activities that the nursery practitioner is happy for them to do.
- A one to one system may be introduced to ensure the safety and well-being of all the children within the nursery.

For some children it is necessary to make written observations of the child's behaviour, that will be documented on the ABC observation form, which may establish what triggers the behaviour so that strategies can be employed to avoid the behaviour from repeating itself.

Nursery practitioners use observations to monitor children's behaviour and identify any concerns.

When children behave in unacceptable/ negative way:

- Physical punishment, such as smacking or shaking, will be never be used nor threatened.
- Children who behave in an unacceptable/ negative way will be given one-to-one adult support in seeing what was wrong and working towards a better pattern of behaviour.
- Where appropriate this might be achieved by a period of “time out” with an adult.
- In the case of unacceptable/ negative behaviour, it will be made clear to the child or children in question that it is the behaviour and not the child that is unwelcome.
- Staff will not shout, or raise their voices in a threatening way.
- Staff in the nursery will make themselves aware of, and respect, a range of cultural expectations regarding the interactions between people.
- Any behaviour problems will be handled in a developmentally appropriate fashion, respecting individual children’s level of understanding and maturity.
- Staff will be aware that some kind of behaviour may arise from a child’s special needs and appropriate support/ arrangements will be agreed with parents and the nursery SENCO
- Bullying – Staff recognise that on occasions children may be the victim or perpetrator of bullying. Staff should ensure that comfort is provided to the Victim of bullying. The child’s parents should be informed and offered support, ensuring anonymity of children involved. Staff should sensitively manage a child who is bullying and acknowledge the child’s stage of development/ understanding whilst ensuring the inappropriateness of the behaviour/actions are made clear. Staff should inform parents, maintaining confidentiality and offering support

Strategies Used for Behaviour Management

Whilst all staff aim to use positive reinforcement to encourage and praise each child’s efforts, it may be necessary at times for the nursery staff to intervene and re-direct children to other activities during play in order to prevent any undesired behaviours.

If a child displays a negative behaviour the nursery team will observe and record any undesired behaviours and whilst working with the behaviour management co-ordinator they will place different age appropriate strategies to promote further good behaviours and therefore decrease the unwanted behaviour. The strategies used will be set by the child's keyworker, behaviour management co-ordinator, SENCO, and Parents, which will be age appropriate and will relate to the child's individual interest.

Some examples of the strategies used are:

- A reward system e.g. star chart
- Giving out of certificates, stickers or stamps
- Extra support on a one-to-one basis with an adult or peer.
- Staff using positive reinforcement through the use of positive language and praise.

If a child has a persistent negative behaviour it may become necessary to seek advice from other outside agencies for example Pre-School Services, Walsall Early Years

Working with parents

Parents will be informed of any behaviour management incidents and nursery practitioners will explore with the parent the reason for the behaviour and how the behaviour will be managed in the future. This will assist the parent and the nursery team to maintain a consistent approach to managing the behaviour.

Individual Education Plan (IEP)

In the event that a child shows behaviour difficulties that do not improve using the behaviour management strategies that are already employed at the nursery, nursery practitioners will work with parents to ensure effective strategies are in place. These strategies will be developed and monitored through devising a target monitoring form. If the child's behaviour difficulties do not show any improvement, with the parent's permission, it may be necessary for the nursery to seek support for nursery practitioners from another professional.

If the child's behavioural difficulties do not show any improvement and/or interfere with the child's learning or that of the group, despite the nursery providing an IEP, with the parent's permission, it may be necessary to seek further guidance through a referral to outside agencies.

In the event that the parent refuses permission for the nursery to seek support from outside agencies or should the child's behaviour be a risk to others, the nursery reserves the right to terminate the child's place at the nursery.

Physical intervention

Physical intervention should only be used in exceptional circumstances, where it is necessary in order to prevent a child from injuring themselves or others or causing serious damage to property or other situations that is regarded as exceptional circumstances. In the event that a nursery

practitioner is required to use physical intervention, an accurate record of the incident must be documented and shared with the parent at the end of the session. Nursery practitioners do not use physical punishment or threaten to use this punishment.

Responsibilities

Key workers are responsible for working in partnership with parents, the Behaviour Management Coordinator and, where necessary, any other professional to manage children's behaviour in accordance with this procedure. Key workers are the first point of contact for parents and, when appropriate, maintain target monitoring forms or IEPs with the parent and Behaviour Management Co-ordinator.

The nursery has appointed a Behaviour Management Coordinator (Lisa Small) to liaise with parents, nursery practitioners and other professionals to ensure children's behaviour is managed effectively so that they are making progress in their development to their full potential.

The coordinators roles and responsibilities are:

- To ensure that nursery practitioners are supported in managing children's behaviour through implementing the nursery's behaviour management policy and procedure.
- To offer advice and guidance to nursery practitioners and parents.
- When appropriate, to set up and hold meetings.
- To ensure new appointees are provided with training as part of their induction.
- To maintain and review the Behaviour Management Policy and Procedure approximately once a year.
- To liaise with parents, practitioners and other professionals where necessary.