

CRADLEY NURSERY

BEHAVIOUR MANAGEMENT POLICY

Inc anti-bullying policy

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<u>Dates</u>				
Written	Feb 2012			
Reviewed	Feb 2013	Feb 2014		
Amended	Jan 2016KR			
Next Review	Jan 2017			

Statement of intent

Cradley Nursery's behaviour policy supports and enhances the Nursey's ethos through praising and rewarding good behaviour, enabling the children to achieve their full potential. This can only be carried out if the children's Personal Social and Emotional needs being met, meaning there are clear and developmentally appropriate expectations for their behaviour.

Aim

Through good role models and the teaching of Personal, Social and Emotional development, Cradley Nursery aims to ensure all children have a clear understanding of appropriate behaviour and the needs of others, ensuring all children know they are a valued member of the Nursery.

Methods

The Manager within the setting has the overall responsibility for issues concerning behaviour, but every member of staff is expected to play their part by being a positive role model and applying the Behaviour Management Policy consistently.

We understand that codes of interacting with other people vary between cultures and require staff to be aware of and respect those used by members of settings.

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

We ensure we work in partnership with our Key children's parents. Parents are regularly informed about their children's behaviour by their Key Worker, wherever possible, through the use of our accident/incident duplicate book. We work with parents to address recurring inconsiderate behaviour, using our observation records and risk assessments of the accident/incident book, to help us to understand the cause of behaviour and to decide jointly how to respond appropriately. This may sometimes involve the support from outside agencies.

Strategies with children who engage in inconsiderate behaviour.

Whilst we expect positive behaviour from all our children we acknowledge there will be times when unacceptable behaviour occurs. At Cradley Nursery we address unacceptable behaviour and not the child, so self-esteem is neither lowered nor raised by the attention the behaviour demands. We aim to boost the children's self-esteem and confidence through praising and rewarding positive behaviour.

We therefore ensure all staff, volunteers and students use positive strategies for handling any inconsiderate behaviour, by helping children to find solutions in ways which are appropriate for the children's ages and stages of development. This approach is continued through their Personal, Social and Emotional development by discussing feelings, what is and what is not acceptable behaviour and supporting children to gain control of feelings so they can learn a more appropriate response.

Organisation within the setting will limit the possibilities for inappropriate behaviour, such as lack of supervision, unnecessary queuing, lack of resources and inappropriate tasks. Clear expectations, alongside absorbed and motivated children, will eliminate many behavioural issues.

Through our curriculum planning we lower the chances of children misbehaving by including exciting, stimulating activities, which are differentiated appropriately, ensuring children are not bored or frustrated with the activity.

Those working in Cradley Nursery will never send a child out of the room by themselves or use physical punishment nor will a child be threatened with these. We will only use physical restraint, in the form of holding, to prevent physical injury to the child, other children or adults and/or serious damage to property. When such an occasion arises it will be recorded i.e. what happened, what action

was taken and by whom, and the names of any witness and brought to the attention of the manager. The child's parent must be informed on the same day.

Cradley Nursery has a strict policy that we do not shout or raise our voices in a threatening manner to respond to children's inconsiderate behaviour. Neither will we use techniques intended to single out and humiliate individual children.

Children under three years

At Cradley Nursery we understand that the misbehaviour of children under the age of three cannot be approached in the same manner as that of older children. They will need more support and be developmentally appropriate and differ from that of older children.

We recognise that very young children are unable to regulate their own emotions, such as fear, anger and distress; therefore our staff are required to be sensitive to these situations and help them where possible.

Common inconsiderate or hurtful behaviour of young children include tantrums, biting and fighting. Staff will be calm and patient, offering comfort, helping children to manage their feelings and talk about them to help resolve issues and promote understanding. We will not use the word naughty or have a naughty step/chair. We will use a beanbag and an age-appropriate timer to allow children some time-out/thinking time. A member of staff will talk about the behaviour and try to explain why this is not how we behave in Nursery and how it has made other people sad. Wherever possible we will try to find a way/gesture to show we are sorry and talk about kindness to others.

Rough and tumble play, hurtful behaviour and bullying.

Children engage in rough and tumble that has aggressive themes such as war weapon and superhero play; some children appear to be pre-occupied with these themes, although their behaviour is not necessarily inappropriate.

Cradley Nursery understands that such behaviour is not necessarily a precursor to hurtful behaviour or bullying, although it may be inconsiderate at times and may need addressing using the strategies above.

Many parents argue that by allowing children to participate in aggressive games, such behaviour will continue into adulthood.

At Cradley Nursery we understand that rough and tumble play is normal for young children and acceptable within limits. We see this behaviour as pro-social and not necessarily as problematic or aggressive.

Cradley Nursery has a clear policy as to what is classed as acceptable behavioural boundaries and this is discussed with children regularly during Circle Time to ensure all children know what is expected from them whilst they are at Cradley Nursery. This is done in a non-confrontational way using Harry and Sally our Persona Dolls.

Anti-Bullying Policy

Bullying is a repeated behaviour which makes other people feel uncomfortable or threatened whether this is intended or not. There is a variety of different forms of bullying however the three most common are:

Physical Bullying: Including hitting, kicking, taking or hiding another's personal belongings. Verbal bullying: Including name calling, teasing and insulting. Emotional Bullying: Including being unfriendly, excluding, tormenting, spreading rumours and unkind looks.

Aims

The aim of this anti-bullying policy is to clarify to all children and staff that bullying is never acceptable. Every child and staff member has the right to be safe and happy at Cradley Nursery, and to be protected when feeling vulnerable.

At Cradley Nursery our policy is based partly on the 'no blame approach', a system that involves the children and ensures that victim, persecutor and friends see that something is being done. However, when the offender was unprovoked, he/she will have to accept appropriate consequences.

The anti-bullying policy and ethos is promoted in a variety of different ways in Nursery.

Procedure

The victim must be encouraged to confide with an adult or colleague who must then pass on this information, in confidence, to those members of staff designated to deal with the issue.

The Designated staff member will meet with the person concerned as soon as possible and ask the individual to explain their feelings (no delving into small details and no attempt at verification). The victim must name the bully or bullies.

The Designated staff member will quickly arrange a meeting with the bully/bullies and some of the victim's friends and explain how the victim is feeling. The group should be encouraged to find ways of making the victim feel happier and urged to take responsibility for this. The aim is a voluntary change of behaviour.

During the next few days the designated staff member will check the situation by talking to the victim, friends and bully/bullies and arrange a time no later than a week after the original report when all involved can be met individually. This should indicate whether the unacceptable behaviour has stopped and whether the victim is feeling happier.

If the blame has not been apportioned, the bullies and colluders should be willing to change their behaviour while the victim is not threatened with retribution for 'telling'.

If the bullying behaviour continues, the designated staff member and child's parents will meet and discuss further actions to be taken to ensure the bullying does not continue.

A full record of each incident including names of those involved will be kept in the appropriate file. The Nursery Manager, Lauren Smith, and staff should always make reference to the incident on the bullying/victim records in a non-judgmental way.