

Behaviour Policy

DOCUMENT CONTROL

Author: Joanne Gill

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Approved:

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PURPOSE AND SCOPE

This policy shows how Belle Vue Nursery will promote good behaviour

RELATIONSHIPS WITH OTHER PROCESSES AND PROCEDURES

These are shown in the reference document: Process Relationships

CHANGE HISTORY

Issue	Nature of change
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9	Reviewed June 2016 – new policy adopted following Esafety training
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Computer updated

Date

May 17

Behaviour Management Policy

Aims

- To create an environment in which children feel safe & secure.
- To encourage children to develop self-worth, respect and tolerance for others.
- To encourage children to develop self-motivation in manage their own behaviour.
- To ensure the nursery is a well ordered environment where the social & educational development of each child is allowed to progress unhindered by unacceptable behaviour.
- To develop an all staff approach to good behaviour management 'The Bellevue Way'.

Objectives

For children

- An interest in their activities
- Self-control
- Self confidence
- Self-motivation
- A pride of responsibility for themselves and the nursery
- Sensitivity towards others
- Non racist and non-sexist attitudes
- A respect and tolerance of different attitudes, opinions and ways of life.
- An understanding of the needs for rules.

At Bellevue Children's Nursery we believe that children flourish best when they are aware of how they are expected to behave. Montessori principles are reflected at nursery, providing the development of morals and values whilst advocating acceptable behaviour. Children gain respect through interaction with a team of caring adults who value their individual personalities. Positive, caring and polite behaviour will be encouraged and rewarded at all times in an environment where children learn to respect themselves, other people and their surroundings. Deliberate bad behaviour is never acceptable.

The children in our care need to have set boundaries for their own safety and the safety of others. Within nursery we aim to set these boundaries in a way which helps the children develop a sense of the significance of their actions, and an understanding of the consequences. Restrictions on a child's natural desire to explore and develop their own ideas and concepts are kept to a minimum.

Implementation

Staff will:

- Recognise individuality and that some behaviours are normal in young children
- Encourage self – discipline, consideration for each other, our surroundings and property.
- Provide situations where each individual can enjoy freedom without threatening the enjoyment of others.
- Encourage children to participate in a wide range of stimulating group activities to help develop their social skills.
- Ensure that all staff members act as positive role models.
- Work in partnership with parents by communicating openly and honestly.
- Praise children for their positive actions and attitudes, ensuring that the children see how we value and respect them.
- Be able to differentiate between deliberate and accidental occurrences.
- Be aware that there may be underlying problems when acceptable behaviour occurs.
- Use appropriate language and establish eye contact where possible when talking to children.
- Encourage all staff to accept responsibility for implementing the nursery rules in this policy, and are consistent in doing so.
- Promote non – violence and encourage children to deal with conflict peacefully.
- Provide a key worker system, enabling staff to build a strong and positive relationship with children and their families.
- Have a named person who has overall responsibility for issues concerning behaviour

The named person's for managing behaviour at this nursery is

Nicola Geoghegan (Senior Manager)

Kayleigh Brooks (SENCo)

The named person's for managing behaviour will advise other staff on behaviour issues and along with each room leader will keep up to date with legislation, and support changes to policies and procedures in nursery. The named person will also access relevant sources of expertise where required and act as a central information source for all involved.

We recognise that codes for interacting with people can vary between cultures and staff are required to be aware of this also, and respect those used by families attending the nursery.

We have a set of Nursery Rules at nursery, that are form part of the ‘Bellevue Way’, that all staff are aware of and ensure that they are incorporated into each child’s day with us.

The Bellevue Way

Our Nursery Rules

We use kind words and kind hands

We use our walking feet

We use indoor voices

We listen to grown-ups & our friends

We share and care

If it is felt that staff are not dealing with children’s behaviour appropriately it will be addressed straight away staff will be reminded of ‘The Bellevue way.’

When children do not show acceptable behaviour:

- How a particular behaviour is handled will depend on the child’s age, level of development and the circumstances surrounding the behaviour. It may involve the child being asked to talk and think about what he / she have done. It may also include the child apologising for their actions.
- Parents will be informed if their child is unkind to others or if their child has been upset. Incident forms will be used where appropriate. In all cases inappropriate behaviour will be dealt with in nursery at the time. Parents may be asked to meet with staff to discuss their child’s behaviour, so that if there are any difficulties we can work together to ensure consistency between their home and the nursery. In some cases we may request additional advice and support from other professionals.
- Children need to develop non – aggressive strategies, they need to be given opportunities to release their feelings more creatively.
- Should a child’s behaviour involve aggressive actions towards other children and staff, the nursery management team will decide on an appropriate risk assessment to put in place. The risk assessment should include any potential triggers and warning signs, to ensure the safety of staff and other children at all times. It may be that the child is moved away from that area until they have calmed down.
- Children will be distracted from the negative situation and supported in a different activity or environment, for their own well – being and that of the others in the group.

Children with additional needs:

Any child who attends nursery will be expected to behave. However, some children may need additional support with this. Each child's needs are cared for individually and additional support for behaviour difficulties will be considered carefully. This will include discussions with nursery staff, SENCo, parents, child and outside agencies. Specific, manageable targets will be set with appropriate support including rewards and sanctions. The child progression will be monitored and celebrated ensuring the child has the opportunity to achieve success.

Class DoJo (IPhone / android app)

At Bellevue Children's Nursery our communication with parents / carers in relation to their child's behaviour will be enhanced through the use of an application called Class Dojo. Each child at nursery will have their own individual profile that parents can access via Apple / Android devices to receive updates on their child's nursery day and get an accurate reflection of any positive and negative situations that may occur.

This will ensure that a child's collection from nursery at the end of the day is smooth for both the child and parent, and that the parent is aware of any negative behaviour without having to discuss this with a member of staff in front of their child.

The expectation would then be for the parent to address the behaviour during a calm time at home that evening and reflect on the nursery rules with their child.

Anti – Bullying

Children need their own time and space. It is not always appropriate to expect a child to share and it is important to acknowledge children's feelings, to help them understand how others might be feeling.

Children must be encouraged to recognise that bullying, fighting, hurting and discriminatory comments are not acceptable behaviour. We want children to recognise that certain actions are right and others are wrong.

Bullying takes many forms. It can be physical, verbal or emotional, but it is always a repeated behaviour that makes other people feel uncomfortable or threatened.

Any form of bullying is unacceptable and will be dealt with immediately. At Bellevue Children's Nursery, staff follow the procedure below to enable them to deal with challenging behaviour:

- Staff are encouraged to ensure that all children feel safe, happy and secure
- Staff are encouraged to recognise that active physical aggression in the early years is part of a child's development and that it should be channelled in a positive way.

- Children should be helped to understand that using aggression to get things is inappropriate and they will be encouraged to resolve problems in other ways.
- Our staff are encouraged to adopt a policy of intervention when they think a child is being bullied, however mild or harmless it may seem.
- Staff are ready to initiate games and activities with children when they feel play has become aggressive, both indoors and outdoors.
- Any instance of bullying will be discussed fully with the parents of all involved, to look for a consistent resolution to the behaviour.
- If any parent has a concern about their child, a member of staff will be available to discuss those concerns. It is only through co-operation that we can ensure our children feel confident and secure in their environment, both at home and in the nursery.
- All concerns will be treated in the strictest confidence.