

BEHAVIOUR MANAGEMENT POLICY

At Hopes and Dreams we believe that children and adults flourish best in an ordered environment in which everyone knows what is expected of them and children are free to develop their play and learning without fear. Positive caring and polite behaviour will be encouraged and praised at all times in an environment where children learn to respect themselves, other people and their surroundings.

We aim to work towards a situation in which children can build self-discipline and self-esteem in an atmosphere of mutual respect and encouragement. Ground rules are necessary in order to provide a safe environment for the children. The ground rules are set with the children's involvement in an attempt to develop a sense of significance of their own behaviour, both on their own environment and on those around them.

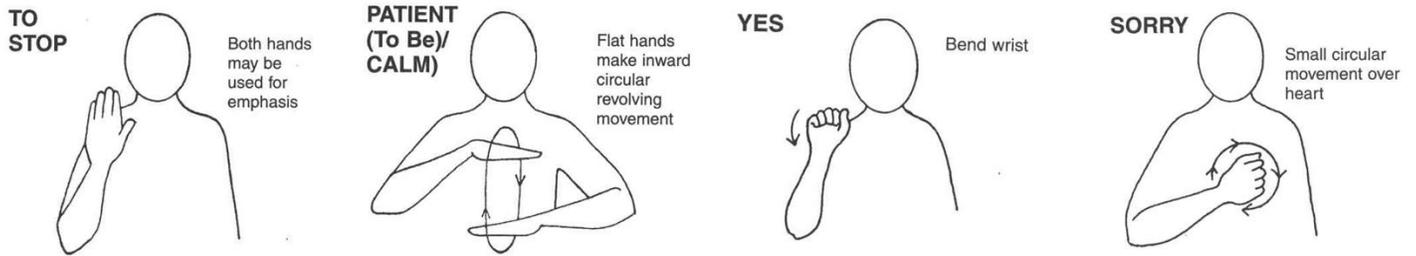
In order to achieve this:

- Our Behaviour Management policy will be available for new parents and new staff and we will ensure everyone involved in the Nursery School is aware of it
- Staff will ensure that the rules are applied consistently, so that children have the security of knowing what to expect and can build up useful habits of behaviour
- Staff will provide a positive role model for the children with regard to friendliness, care and respect
- Staff will praise and endorse desirable behaviour such as kindness and willingness to share
- We always take the positive approach by avoiding situations in which children receive adult attention only in return for undesirable behaviour

Our aims:

- Recognise the individuality of all our children
- Encourage self-discipline and consideration for each other, our surroundings and property
- Encourage children to participate in a wide range of group activities to enable them to develop their social skills
- Work in partnership with parents and carers by communicating openly
- Praise children and acknowledge their positive actions and attitudes, thereby ensuring that children see that we value and respect them
- Encouraging all staff working with the children to accept their responsibility for implementing the goals in the policy
- Promote non-violence and encourage the children to deal with conflict peacefully

- Provide a key person system, enabling staff to build strong and positive relationships with children and their families
- Visual reinforcements will be used to give young children clues to the meaning of language, e.g. Makaton signs for 'Sorry', 'Yes' and 'Stop'



When children behave in unacceptable ways:

- Physical punishment, such as smacking or shaking, will be neither used nor threatened
- Children will never be sent out of the room by themselves
- Techniques intended to single out and humiliate individual children will not be used
- Children who misbehave will be given adult support in seeing what was wrong and working towards better behaviour
- In cases of serious misbehaviour, such as racial or other abuse, the unacceptability of the behaviour and attitudes will be made clear immediately, but by means of explanations rather than personal blame
- In any case of misbehaviour, it will always 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 will ensure that the parents/carers are fully informed about and support the actions being taken to modify the child's unacceptable behaviour
- How a particular type of behaviour is handled will depend on the child and the circumstances. It may involve the child being asked to talk and think about what he/she has done. It may be that the child will not be allowed to make his/her own choice of activities for a limited period
- Staff will make themselves aware of, and respect, a range of cultural expectations regarding interactions between people
- Any behaviour problems will be handled in a developmentally appropriate fashion, respecting individual children's level of understanding and maturity. Outside agencies will be contacted if parents and staff feel it is necessary
- Recurring problems will be tackled by the whole Nursery School, in partnership with the child's parents, using objective observation records to establish an understanding of the cause
- Staff will be aware that some kinds of behaviour may arise from a child's special needs
- The child will also be asked to see if the child/person who was 'hurt' is alright and to demonstrate that they are sorry
- In extreme cases, the older child will be removed from the room/situation with a member of staff until he/she has calmed down and had time to reflect on his/her behaviour

If the Nursery School has any concerns with a child's behaviour we will inform parents and set up a meeting to discuss her/his behaviour. We will observe the child and note down when incidents occur and what the circumstances are. We will develop strategies on how we can help the child in a positive way to change their behaviour.

Biting

Here at Hopes and Dreams Montessori Nursery School we understand that although unfortunate, biting is common in young children and has to be seen as part of a child's development. It happens for many different reasons, for different children and under different circumstances. These reasons include exploration, teething, attention seeking, frustration and stress.

We also understand that parents may find this situation difficult to deal with so we aim to support the child and family throughout this period.

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 and 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 recognize that certain actions are right and that 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 our 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 the child's development and that it should be channelled in a positive way
- Children need to 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 or out
- 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

By positively promoting good behaviour, valuing co-operation and a caring attitude we hope to ensure that children will develop as responsible members of society.

Reviewed on: April 2020

Signed on behalf of the Nursery School: *Mikki Parkes*

Next review date: April 2021