

## BEHAVIOUR MANAGEMENT POLICY

At St. Paul's Church Nursery School, we believe that every child has the right to learn and develop in a safe environment. We aim to provide a setting which is conducive to the children reaching their maximum potential. We place a big emphasis on how the children learn, and a fundamental part of their development is through Personal, Social and Emotional Development (Self-regulation, Managing Self, and Building relationships), which is part of the Early Year's Foundation Stage and Development Matters. It is also an essential part of how we view ourselves and how we treat others. We are aiming for the children to understand right from wrong and thrive in an atmosphere of mutual respect and encouragement.

At our Nursery the staff are aware that a consistent approach to behaviour is needed and that we, as Practitioners and Teachers, promote good behaviour and model it to our children in an appropriate manner at all times. The safeguarding of our children is at the heart of our approach and is fundamental to our practice.

In order to achieve this the staff are aware of the important role they play with regard to behaviour. Each member of the Team is made aware of these expectations and is part of a constant dialogue to maintain consistency in order to promote good behaviour.

At St Paul's Church Nursery School, we have three rules to underpin our code of behaviour in an achievable and comprehensive way, appropriate to their age and stage of development as well as circumstance:

- 1) Look after ourselves
- 2) Look after our friends
- 3) Look after our Nursery

The Nursery staff understand the need to and endeavour to:

- ❖ Model good behaviour
- ❖ Develop good trusting relationships with the children and use praise, encouragement and positive reinforcement at every opportunity.
- ❖ Actively teach the children our expectations and routines both individually and during circle time, to reinforce our teaching.
- ❖ Explain clearly to the children why their behaviour is praised and why it may be unacceptable.
- ❖ Be consistent in their approach
- ❖ Give instructions positively: "Let's use our indoor feet", rather than "Don't run!"
- ❖ Offer opportunities for the children to help each other.
- ❖ Help children to understand the importance of looking after our toys and property for the benefit of all the Nursery.
- ❖ Help children to deal with conflict
- ❖ Use our professional skills to encourage the child to find a positive outcome.
- ❖ Liaise with parents and offer support at all times in an inclusive manner.
- ❖ Be aware that the child's behaviour may be as a result of seeking attention and encourage the child to do so in a positive and valued manner.

- ❖ Be aware that there may be a safeguarding issue if the behaviours manifest themselves in an unusual manner that may be copied or inflicted on them in the form of abuse. The Designated Safeguarding Lead must be consulted (See Child Protection Policy and Safeguarding Policies) if there is any suspicion of abuse.

### **Consequences of Inappropriate behaviour**

At St Paul's Church Nursery there are behaviours that are not tolerated, and the children are made aware of these. We endeavour to make the children aware that it is the behaviour that is inappropriate and not the child. We avoid the labels of "naughty" or "bad" and as Practitioners, we must deal with what we have seen and avoid assumptions. We work on the principal that that all behaviour is a form of communication and therefore we need to try to ascertain what the child is attempting to communicate.

There are rules that the staff adhere to and understand:

They never use physical punishment or threats

They ensure that the child understands exactly what unacceptable behaviour has taken place.

They are consistent in giving consequences.

They make the children aware that the behaviour does not affect our relationship with them, and we will ensure they are treated in a non-judgmental way.

The staff will make children aware that it is fine to make mistakes and learn from them.

Some behaviours may stem from the individual circumstance of the child.

The consequences may vary depending on the behaviour and the age and cognitive development of the child.

The consequences must be meaningful for the child.

The child will not be made to say "sorry" but is encouraged to empathise and reflect on what they have done, and what they may have done instead to avoid this behaviour.

The child is given an opportunity to make a good choice.

The child is also encouraged to think how they can make things right such as replacing thrown equipment or responding to "what else could you have done?".

The child may be withdrawn from an activity or situation.

The child will be stopped if the behaviour is deemed unacceptable and unsafe for themselves and others.

### **Partnership with Parents/Carers**

If a child continues to display challenging behaviour over a prolonged period, their behaviour will be monitored using an appropriate strategy, such as ABC chart.

The parents will be included in the dialogue and agree on an individual plan that can be tailored to their child's needs so as to support the child and parents as we work together.

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**This policy was adopted at a meeting of St. Paul's Church Nursery School Committee and is reviewed on a three year cycle in line with the School Development Plan.**

Signed on behalf of the Management Committee \_\_\_\_\_

Signed on behalf of the Nursery: \_\_\_\_\_ Date \_\_\_\_\_

Signed on behalf of the Management Committee \_\_\_\_\_

Signed on behalf of the Nursery: \_\_\_\_\_ Date \_\_\_\_\_

Review Date \_\_\_\_\_