



SEEDLINGS NURSERY

BEHAVIOUR MANAGEMENT

POLICY



OUR AIMS

At the Seedlings Nursery we aim to enable all children to develop confidence, self-esteem and a positive attitude towards their own learning and towards others.

We aim to ensure that all staff work in an environment where there is mutual respect, and where there is a good understanding of the developmental needs of children.

We believe in working closely with parents/carers, enables a consistent approach to behaviour management.

OUR BELIEFS ABOUT CHILDREN'S BEHAVIOUR

We believe that behaviour is learnt, we can therefore teach children to be kind through staff acting as positive role models. The way this is encouraged is through good planning, resources and play.

Seedlings rules:

- Are drawn up with children and explained regularly
- Are few in number
- Are worded positively

OUR ENVIRONMENT

In order to achieve our aims we will:

- Provide an age appropriate environment with stimulating activities, using the outcomes of our observations in our planning.
- Ensure that the environment is safe, attractive, welcoming, inviting, and includes activities for children that focus on their interests and their choices.
- Encourage good communication between staff, parents and carers to ensure children's needs are met.

SEEDLINGS STAFF

Seedlings staff are expected to be positive role models to children at all times, i.e. turn taking, sharing and general social skills. This is the way staff communicate with each other and with the children in their care.

Alongside parents and carers, we will have a consistent, calm and friendly approach when dealing with inappropriate behaviour.

PARENTS AND CARERS

We offer an open door policy to all parents and carers in which they can discuss any issue or concern in confidence or private with their key person.

To communicate effectively the below are some of the methods we will use:

- Parent and carer consultation sessions
- Reports to parents and carers
- Newsletter, notice boards and the Academy website

MANAGING INAPPROPRIATE BEHAVIOUR

Staff should never use any form of physical punishment, restraint, or humiliation when dealing with inappropriate behaviour.

Staff have to ensure that the children are aware that hurting their friends or making unkind comments towards them is not acceptable.

Whilst in the nursery, staff should use a gentle, calm tone; child friendly and age appropriate language when dealing with inappropriate behaviour.

Whilst discussing inappropriate behavior with the child, staff will go down to the child's level and an explanation of why the behaviour was inappropriate should always be given in a clear, age appropriate manner. This will be carried out discreetly ensuring that it is the behaviour not the child that is inappropriate.

Our Approach and Ethos

Our approach is to give praise to children in order to promote positive behaviour.

In situations where the children are causing each other distress i.e. over a particular toy, they may be encouraged to use a sand timer to share and take turns or be distracted with another activity or toy. Where possible we allow the children to sort out disagreements themselves and reach a solution by talking and compromising.

Children are encouraged to apologise and to accept forgiveness.

On occasion, it may be necessary to separate children from one another or if there is a situation where there is a risk of them causing harm to other children parents or carers will be immediately notified. In the event of a serious health and safety risk parents or carers will be asked to collect their child. A senior member of staff will always be available to discuss this with them.

Record Keeping

In the Seedlings Nursery we have a Behaviour Book. If your child displays inappropriate physical behaviour it will be noted in this and CPOMS. These are used for the recording of any form of inappropriate physical behaviour that occurs during the day and may show a pattern or trigger which provokes the child's inappropriate behaviour, helping the staff to put strategies into place.

The parents and carers will be asked to read an account of the incident and sign the Behaviour Book when collecting their child. The Behaviour Book is also counter signed by the member of staff who dealt with the incident allowing them to see if there are any patterns or triggers.

The content of this book is kept confidential and will not be available to other parents and carers to read.

SPECIAL EDUCATIONAL NEEDS

If a child has a special educational need and they are displaying inappropriate behaviour we will work closely with parents and carers, the SENCO and outside agencies will assist with the development of behavior management strategies.

BULLYING

Our approach to bullying is the same as the approach to any other inappropriate behaviour in that we will give the child a clear explanation of why we feel what he/she is doing is wrong.

BITING

The following steps will be taken if a biting incident occurs at Seedlings nursery:

- The biter will be interrupted with a firm “No... we do not bite people”.
- The bitten child will be comforted immediately.
- Staff will remove the biter from the situation and age appropriate action will be taken which will consist of either time out or distraction.
- The wound of the bitten child will be assessed and appropriate first aid action taken. If it is determined that there was blood exposure further steps may need to be taken and this will be decided by either the paediatric first aider. Parents and carers will be contacted.
- The parents of both children will be informed of the incident and an incident form, using CPOMS, will be completed in respect of the behaviour of the child who has bitten.
- Confidentiality of all children involved will be maintained throughout.
- If the child bites again, then the above will be repeated. In addition, they will be taken to the rainbow room and spoken to by a member of SLT immediately after the incident.
- The child's key person will observe the child, keeping a daily home/nursery diary to monitor incidents and increase the nursery's understanding of when, where and why this particular behaviour is taking place. Looking at possible causes i.e. tiredness, hunger, illness, lack of verbal ability, unsettling life changes, stress, lack of holiday, frustration, age.
- The parents and carers of a child who repeatedly bites will be contacted and advice given on how to apply for assistance with Bromley behavioural specialists and/or parenting courses that could support them.

Should the child not respond to the above methods, we reserve the right to ultimately exclude a child if we feel this is the best course of action for all concerned. This exclusion may be temporary whilst we review other ways to support the child and the staff. However, in more serious cases or where measures are unsuccessful, Seedlings nursery may regretfully make the exclusion permanent for the safety of the other children and staff. This decision will only be taken in consultation with the Principal.

This Policy is reviewed by:

St Peter and St Paul Catholic Primary Academy Governing Body

It was last reviewed in: June 2021

It will next be review in: June 2022

Signed: _____ Chair of Governors Date: _____

