



Stepping Stones

Behaviour Management Policy

EYFS Requirement

This policy has been written in line with the Early Years Foundation Stage Safeguarding and Welfare requirements (section 3.50 to 3.52)

Related Policies

Child Protection Policy
Inclusion Policy
Equal Opportunities Policy
Partnerships Policy
Key Person Policy

Legislation

Working Together to Safeguarding Children
Children Act 1989
Children Act 2004 (Every Child Matters)
Children Act 2006

Introduction

At Stepping Stones we believe that children flourish where there are clear and developmentally appropriate expectations for their behaviour. We are committed to establishing a learning environment that promotes positive behaviour where children treat each other with care and respect.

Stepping Stones is an inclusive setting that supports all children as they develop self discipline and self esteem.

Our Aim

We aim to teach the children to behave in socially accepted ways and to understand the needs and rights of others.

We aim to provide an environment in which there is acceptable behaviour and where children learn to respect themselves, other people and their surroundings

It is the primary aim of Stepping Stones that every member of the Nursery feels **valued and respected**, and that each person is treated fairly and well. We are a caring community, whose values are built on mutual trust and respect for all. The Nursery's behaviour policy is therefore designed to support the way in which all members of the Nursery can live and work together in a supportive way. It seeks to promote an environment where everyone feels happy, safe and secure.

Our Methods

- Our named practitioner Millie Preston is responsible for behaviour management in the setting and in her absence the named practitioner is Caroline Betts or Clair Dodd. The named practitioner keeps up to date with legislation and research regarding behaviour and attends all the relevant training needed for the role.
- We require all staff, volunteers and students to provide a positive role model for the children by treating all individuals with respect care and courtesy.
- We ensure that all staff, volunteers and students familiarise themselves with the behaviour management policy.
- We work in partnership with children's parents/carers and ensure they are regularly informed about their child's behaviour by their key person.
- Stepping Stones will work with parents/carers to address reoccurring unacceptable behaviour and decide jointly how to respond appropriately.
- Ensure that all staff have an understanding of the factors that can affect or change behaviour by organising relevant training

Our Practice

- We ensure that rules of expected behaviour are set out by adults in the setting that is set at the appropriate development level and we will ensure they are review on a regular basis
- We arrange the learning environment so that it has a positive impact on behaviour in terms of space, access and choice.
- We have a positive and consistent approach to managing behaviour.
- We record all significant incidents relating to behaviour.
- We give children clear and simple instructions and children are given explanations on why something has to be done.
- We avoid negative language as far as possible but when the behaviour is unacceptable it is made clear that it is the behaviour and not the child that is disapproved of.
- We encourage all the children to be aware of nursery routines and procedures.
- We identify and implement strategies that encourage positive behaviour.
- We deal with negative behaviour at the earliest opportunity.
- We encourage appropriate behaviour in all interactions with children and adults to show that good behaviour is valued.
- We recognise that every child is unique and we will handle issues of behaviour in ways that are appropriate to the child's level and understanding.
- We do not use techniques intended to single out and humiliate other children
- We avoid creating situations in which children receive adult attention only in return for inconsiderate behaviour.

We encourage positive behaviour at Stepping Stones by:

- celebrating and praising good behaviour and encouraging the children to do this for each other
- acknowledging considerate behaviour such as kindness and willingness to share
- supporting each child in developing self esteem, confidence and a sense of belonging
- explaining what it is about their behaviour that we like
- engaging with the children to draw up rules for the nursery
- supporting the children to resolve conflicts with other children
- encouraging the children to express their feelings/likes/dislikes
- re focusing a child's attention if appropriate

- encourage responsibility in caring for others and the environment
- demonstrating that a child is still valued even if the behaviour is unacceptable
- helping the children to understand the effects of their behaviour on others
- discussing and modelling appropriate behaviour through play and learning activities
- supporting children's self esteem and self worth by enabling them to be successful
- encouraging the children to turn take and share
- ignoring unwanted behaviour where possible

Procedure for Unacceptable Behaviour

Behaviours considered to be unacceptable are:

- Physical abuse – including biting, hitting, punching, pinching, scratching, kicking and pushing
- Verbal abuse – including racist or sexist remarks, name calling and swearing
- Bullying
- Spitting
- Screaming, shouting or running inside the nursery
- Damage to property or nursery equipment

Any unacceptable behaviour by a child will be dealt with by nursery staff in the following way:

- An immediate verbal response to the action and a simple explanation as to why the behaviour was unacceptable this action will be repeated twice
- If unacceptable behaviour continues, the child will be removed from the activity/group for a short period, the child will remain in the room
- The named practitioner will be informed
- Parents/carers will be informed if we feel that a child's behaviour is consistently unacceptable
- Nursery staff and parents/carers will work together to develop a behaviour management plan to promote positive behaviour
- If a child's behaviour shows no sign of improving then professional advice may be sought with permission from parents/carers
- Physical punishment will not be used under any circumstances and staff will not shout or raise their voice in a threatening way

Hurtful Behaviour

We take hurtful behaviour very seriously at Stepping Stones. Most children under the age of five will at some stage hurt or say something hurtful to another child, especially if their emotions are high at the time. For children under five hurtful behaviour is momentary, spontaneous and often without consideration of the feelings of the person who is hurt.

We recognise that some young children behave in hurtful ways towards others because they have not yet developed the means to manage feelings that sometimes overwhelm them. As practitioners we will help them manage these feelings and give them help to understand them.

We encourage children to say they are sorry when they have displayed hurtful behaviour towards others.

Physical Intervention

We can use physical intervention or restraint only to avert immediate danger of personal injury to the child, other children or adults.

Details of such event are brought to the attention of the nursery manager and are recorded on a physical intervention form. The child's parents/carers will be informed and will be asked to sign the physical intervention form.

Bullying

Bullying involves the persistent physical or verbal abuse of an individual or group by another individual or group. We take bullying very seriously and will not tolerate any form of bullying at any level.

- We intervene to stop the children harming others
- We ensure that the child who was bullied is immediately reassured and comforted
- We explain to the child/ren who are demonstrating bullying behaviour why their actions are inappropriate in a way that is age/stage appropriate
- We encourage the child/ren who are demonstrating bullying behaviour to say sorry for their actions in a way that is age/stage appropriate
- We ensure that all children receive praise and positive attention when acceptable behaviour is demonstrated
- We do not label a child as a bully
- Parents are fully informed of all behaviour issues affecting their child, and we will work together with parents to ensure a positive way forward either if the child is demonstrating bullying behaviour towards others or if the child is a victim of any sort of bullying.

This policy was reviewed in; June 2014

Signed on behalf of the setting; (Caroline Betts) Signature.....

Date for review; June 2015