



# Behaviour Management Policy

This policy represents the agreed principles for behaviour and discipline throughout Mulberry Corner Nursery and Preschool. All staff have agreed to follow this policy. This policy aims to help children grow in a safe and secure environment, and to become positive, responsible and increasingly independent members of our nursery. At Mulberry Corner we reward good behaviour, as we believe that this will develop an ethos of kindness and cooperation. This policy is designed to promote good behaviour, rather than merely deter anti-social behaviour.

The nursery may work alongside outside agencies with individual children and their families to support a child's behaviour.

## **Aims and expectations**

Our aim at Mulberry Corner is to ensure that every child feels valued and respected, and that all children are treated fairly and well. We are a caring setting, 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 and to support the key aims outlined below:

At Mulberry Corner we believe that children and adults flourish best in an ordered environment without fear of being hurt or hindered by anyone else. We aim to work towards a situation in which children can develop self-discipline and self-esteem, to ensure everyone knows what is expected of them and children are free to develop their learning in an atmosphere of mutual respect and encouragement. Hayley Shorthouse is the named practitioner responsible for behaviour management issues.

## **Procedures**

- Appropriate methods are implemented to manage children's behaviour including distraction, praise and reward and excellent nursery/home links are encouraged to ensure a consistent approach to each child's discipline.
- If an incident of inappropriate behaviour occurs, children are given three opportunities to change their behaviour to show appropriate behaviour. In the unlikely situation of this unwanted behaviour continuing they are given a period of 'time out' to enable them to think about their behaviour whilst not being distracted

by the other children or carers. The child's parents would be informed about the inappropriate behaviour at the end of the session.

- All adults caring for children at Mulberry Corner will ensure that the ideas of the nursery are applied consistently, so those children have the security of knowing what to expect and can build up useful habits of behaviour. It has to be remembered that we are not born knowing how to share and play co-operatively and the children need not only to be told but also to learn by example.
- In case of serious behaviour such as bullying or other abuse, the unacceptability of the behaviour and attitudes will be made clear immediately, but by means of explanations rather than personal blame. Again this would be explained to parents at the end of the session.
- All adults will be a positive role model for children with regard to friendliness, care and courtesy. We praise the children constantly for positive behaviour. The Nursery expects every member of staff to behave in a considerate way towards others.
- In any case of misbehaviour, it will always be made clear to the child or children in question it is that the behaviour and not the child that is unwelcome.
- Adults working at Mulberry Corner will praise and endorse desirable behaviour such as kindness and willingness to share. The nursery uses reward stickers for good/kind behaviour.
- Adults will not raise their voice in a threatening way. As a team we will take positive steps to avoid a situation in which children receive adult attention only in return for undesirable behaviour.
- Our staff will make themselves aware of, and respect, a range of cultural expectations regarding interactions between people.

### **When children behave in unacceptable ways**

- Any problems will be handled in a developmentally appropriate fashion, respecting individual children's level of understanding and maturity. If a child smacks or hurts another child or adult, a member of staff will explain to the child what they have done wrong and possibly remove them from the situation. If a child is displaying any other forms of inappropriate behaviour with the risk of hurting themselves, others around them or the Nursery environment he or she will be told three times that this action is inappropriate and then removed from the situation as stated previously.
- We always encourage children to say they are sorry. Children will never be sent out of the room or left unattended in any situation.
- Recurring problems will be tackled by the nursery, in partnership with the child's parents, using objective observations to establish an understanding of the cause. Techniques intended to single out and humiliate individual children such as a 'naughty chair' will not be used.
- Adults will be aware that some kinds of behaviour may arise from a special need. To support this practitioners may implement an individual education plan (IEP). Any such child will be given one to one support from their keyperson, who will work together with the child's parents and the rest of the nursery staff to resolve any behaviour issues.

- Parents and carers will be told at the end of the session if their child has hurt another child or it has been necessary to have any 'time out' time.
- Children will be constantly reassured that they are always valued as individuals even if their behaviour maybe unacceptable.
- Physical punishment such as smacking or shaking will never be used nor threatened. Restraints may be used if a child is having a temper tantrum or if a member of staff feels that the child is a danger to themselves or others. The child's parents would be informed of this action at the end of the session.

### **Children under three years**

- When children under three years of age behave in inconsiderate ways, we recognise that the strategies for supporting them will need to be developmentally appropriate and differ from those used with our preschool children. We recognise very young children are unable to regulate their own emotions, such as fear, anger or distress, and require sensitive adults to help them do this.
- Common inconsiderate or hurtful behaviours of young children include tantrums, biting or fighting. Staff shall remain calm and patient during any such incidents, offering comfort to intense emotions and helping children to manage their feelings. Staff are encouraged to talk to the children about their emotions to help resolve any issues and promote understanding.
- If tantrums, biting or fighting are frequent, we try to find out the underlying cause - such as a change or upheaval at home. We focus on ensuring a child's attachment figure in the setting, their key person, is building a strong relationship to provide security to the child.

### **The role of parents**

The Nursery collaborates actively with parents, so that children receive consistent messages about how to behave at home and at nursery.

### **Monitoring and review**

The Nursery managers and supervisors monitor the effectiveness of this policy on a regular basis and report to the team on the effectiveness of the policy and, if necessary, make recommendations for further improvements.

At the Nursery's 6 weekly staff meetings, each child's behaviour is considered and discussed on an individual basis. Staff members can discuss any concerns they may about any child's behaviour on a regular basis and the setting of a staff meeting provides a calm and collaborative environment to discuss and put in place any support measures to help improve a child's behaviour.

The Nursery keeps a record concerning individual incidents of misbehaviour for key children. If necessary a child's keyperson will discuss any incidents with a child's parents, if improvement is not being made by following the procedures in this policy, to see whether a tailored behaviour management plan could be put in place to better support that child.