

Grosvenor Nursery School and Day Care Centre

Policy For Behaviour Management for All Staff

Grosvenor Nursery School and Day Care provides an environment that is safe and stimulating for the children in our care. In order to ensure that this is so, we need to have in place a behaviour management policy with set procedures which will ensure a calm, secure and happy working environment for all.

Our whole school approach is to provide structured routines, where there is a balance of teaching and learning, care and consideration within a nurturing environment.

Aims

- To ensure our behaviour policy is supported and followed by the whole school community – parents/carers, teachers, support staff, children and governors- based on a sense of caring and shared values.
- To reinforce positive behaviour by providing a range of consistent strategies and rewards and to encompass the importance of nurture for the development of self-esteem.
- Through the EYFS (PSED) provision we will demonstrate good behaviour and self-control. In turn this will develop and extend an awareness of the boundaries set in our nursery school and of behavioural expectations.
- To resolve problems in a caring, supporting and sympathetic manner as they occur, with the expectation of achieving an improvement in behaviour.

Our children will:

- Begin to learn that some things are theirs, some things are shared and some things belong to other people.
- Become aware that some actions can hurt or harm others.
- Begin to understand and accept the needs of others.
- Learn to tolerate delay when needs are not immediately met and understand that wishes may not always be met.
- Understand that their own actions affect other people, for example, becomes upset or tries to comfort another child when they realize they have upset them.
- Become aware of the boundaries set and of the behavioural expectations within the setting.

- Begin to be able to negotiate and solve problems without aggression, e.g. when someone has taken their toy.

Early Learning Goal

Children will talk about how they and others show feelings, talk about their own and others' behaviour and its consequences and know that some behaviour is unacceptable. They work as part of a group and understand and follow the rules. They adjust their behaviour to different situations and take changes of routine in their stride.

Our staff will:-

- Help reduce incidents of frustration and conflict by establishing routines and an understanding of boundaries.
- Help children to understand their rights to be kept safe by others, and encourage them to talk about ways to avoid harming or hurting others.
- Share the boundaries and expectations of our setting with parents and carers, in order to maintain a joint approach.
- Demonstrate and role-model, concern and respect for others, living things and the environment.
- Be alert to injustices and let children see that they are addressed and resolved.
- Ensure that children have opportunities to identify and discuss boundaries, so that they understand why they are there and what they are intended to achieve.
- Help children's understanding of what is right and wrong through explanation.
- Involve children in identifying issues and finding solutions.

Planning and Resourcing

We will:-

- Share information with parents to create consistency between home and setting so that all children learn about boundaries.
- Provide adequate and stimulating resources to reduce conflict, indoors and outdoors.
- Have agreed procedures outlining how to respond to changes in children's behaviour.
- Share policies and practice with parents, ensuring an accurate two way exchange of information.
- Set, explain and maintain, clear, reasonable and consistent limits so that children can play and work feeling safe and secure.
- Collaborate with children in creating explicit rules for the care of the environment.
- Make time to listen to children respectfully when they raise injustices, and involve them in finding a best fit solution.
- Affirm and praise positive behaviour, explaining that it makes children and adults feel happier. (Stickers, certificates etc.)
- Encourage children to think about issues from the viewpoint of others.

Strategies for Behaviour Management

In our nursery school and day care the majority of children behave well. There are however occasions when individual children exhibit behaviour that is unacceptable. All staff should follow the agreed procedures as below

1. Discuss with the child the consequences of their actions and reinforce appropriate behaviour.
2. Let children see that injustices are addressed and resolved.
3. To remove the child from the situation and place in a 'time out' area. Sand timer used to demonstrate length of time.
4. Explain use of timer and our expectations.
5. Adult to monitor time and behaviour, then allow the child to return to play after positive reinforcement of acceptable behaviour.
6. Some children may need an individual behavior plan if unacceptable behaviour continues on a regular basis. This should be discussed with the SENCO, parents and key worker and targets set and progress monitored.

Grosvenor Nursery School and Day Care Centre 2016

To be reviewed 2018