



Achieving Positive Behaviour Policy

Policy Statement

At Southover Nursery School we aim to make sure that –

- Everyone feels comfortable, confident and valued
- Everyone helps to look after each other
- Everyone helps to look after the things we have at nursery

There are important ways of behaving that will help us to achieve these aims –

- Behaving in a safe way (for yourself and others)
- Having ownership of, and accepting responsibility for the things you do and say
- Behaving in a respectful way towards all others by showing that the feelings of other people are very important
- Taking care with the resources we have in the nursery

How will this happen?

We will work together to make sure this happens. Everybody, parents, staff, and children should understand the behavioural expectations we have at nursery, as well as the strategies used to support this. All children are encouraged to learn about being independent people who have the right to make their own choices and decisions. This includes understanding the consequences of your own behaviour and learning to take responsibility for your own actions.

Procedures

Our Strategies – The Role of the Practitioner

Our named person, who has overall responsibility for our programme for supporting personal, social and emotional development including issues concerning behaviour, is:-

Charlotte Hasan

We recognise that all children experience a variety of feelings, which may cause them to be cheerful, friendly, upset or aggressive. Staff support children through –

- Using observations and assessment to make decisions about the environment, the curriculum, interactions and the routines in the nursery that impact upon children's behaviour.
- Always helping the child to feel in control by being calm, acknowledging feelings and facilitating independence.
- Supporting other adults in the Nursery School by working as a team and sharing information, strategies, words or phrases that could be useful.

We use several methods for setting limits. Staff will use their own assessment of the child and the situation to select the best method. For example:

- Using 'I' messages e.g. 'I feel frustrated when there is so much noise' (identify what is happening) 'I can't read the story' (give the reason).
- Giving information e.g. 'you are making a noise' (wait) 'Children sit quietly for story'.
- Natural and logical consequences "You are talking, 'X' will come and sit by you".
- Making choices e.g. 'You may go out from story or stay and listen quietly'

If children refuse to change their behaviour, or are out of control, there must be a consequence. A consequence may be to –

- Move them to a different activity or area
- Remove them from the group
- Remove the equipment that is being used inappropriately
- Give them time to sit out in the thinking area where they remain until they are ready to take control and change their behaviour
- Contacting their parent and arranging a time, as soon as possible, for the parent, child and practitioner to talk about this situation.

Phrases we avoid and why

The following phrases take responsibility away from the child -

- 'You need to' (command in disguise)
- 'You're Brilliant' (be sincere and specific or praise gets boring and meaningless)
- 'Don't, no, no!' (Say what they should do, not what they shouldn't)
- 'You're naughty' (too personal, the action is unacceptable, not the person)
- 'Good boy/girl' (be specific with praise, comment on the action, not the person)

Swearing

- Remove the child from witnesses and speak to them quietly, telling them how you feel and that we do not use such words at nursery.
- Offer alternative words that can be used.
- Explain that if they continue they will have to sit out in the thinking area.
- If the swearing continues after sitting out, explain to the child that you will be speaking to their parents.
- When speaking to parents do this where possible with the child present so they are aware of both your feelings.

Bullying – Persistently hurting someone on purpose by words or actions

We do not allow bullying at Southover Nursery School. All forms of bullying are unacceptable. Staff will apply the following guidelines –

- Help children to tell a person that they do not like what is happening by using strong statements such as –
- 'I don't like it',

- 'STOP' (whatever is happening)
- 'If you keep doing this I will tell an adult'
- Monitor any concerns about bullying to see if this behaviour is consistent.
- Speak to the parents concerned to share strategies.

If a child bullies another child or children –

- We intervene to stop the child who is bullying from harming the other child or children.
- We explain to the child doing the bullying why her/his behaviour is inappropriate.
- We give reassurance to the child or children who have been bullied.
- We help the child who has done the bullying to say sorry for his/her actions.
- We make sure that the children who bully receive praise when they display appropriate behaviour.
- We do not label children who bully.
- When children bully, we discuss what has happened with their parents and work out, with them, a plan for handling the child's behaviour.
- When children have been bullied, we share what has happened with their parents explaining that the child who did the bullying is being helped to adopt more acceptable ways of behaving.

Sharing information with parents

- Parents are invited to read through our policies on joining our Nursery School
- A copy of our behaviour management policy will be on our notice board
- If a child's behaviour is unacceptable their parent/s will be informed personally as soon as possible
- The behaviour and possible strategies for Nursery School and home will be discussed with the parent in private. A review time will also be arranged.
- If we are seeking further support from outside agencies parents will need to give written consent.
- If we find we are unable to meet the child's needs in making progress towards developing appropriate behaviour, the child's place at Nursery School may be withdrawn.

Sharing information with Staff

If you are concerned about an incident your child has been involved in, please talk to your child's Key Person, or the supervisor, so that your concern can be dealt with as soon as possible.