

Cherrytree Nursery School Ltd

Behaviour Management Policy

We believe that children and adults flourish best in an ordered environment in which everyone knows what is expected of them; and where children are free to develop their play and learning 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 in an atmosphere of mutual respect and encouragement.

In order to achieve this:

Rules governing the conduct of the group and the behaviour of the children will be discussed and agreed within the Nursery and explained to newcomers, both children and adults.

All adults in the Nursery will ensure that the rules are applied consistently, so the children have the security of knowing what to expect and can build up acceptable habits of behaviour. All adults will provide a positive model for the children in regard to care, friendliness and courtesy, and will praise and endorse desirable behaviour such as kindness and willingness to share.

If children behave in unacceptable ways:

- Physical punishment (e.g. smacking), will not be used or threatened. Adults will not shout or raise their voices in a threatening way, and we have an expectation that these sanctions are not used by any visitors to the setting.
- Children may behave in inconsiderate ways which are unacceptable in the nursery (e.g. biting, kicking, throwing objects, swearing or discriminating behaviour). Staff will support the children in learning that these behaviours are inappropriate and model and teach acceptable alternatives. We will help them to understand the outcomes of their actions and support them in learning how to cope more appropriately - for example by distraction, discussion, redirecting the child or by withdrawing the child from the situation, and sometimes giving them a short period of "time out" from activities. The misbehaviour will be assessed by an adult to see what support is needed to work towards a better plan.
- In cases of misbehaviour, the unacceptability of the behaviour and attitudes will be made clear to the child by means of explanation in a developmentally appropriate way, respecting the individual child's level of understanding and maturity. In any case of misbehaviour, it will always be made clear to the child in question that it is the behaviour, and not the child that is unwelcome.
- Recurring problems will be tackled by the appropriate staff, in partnership with the child's parents, using objective observation records to establish an understanding of the cause.
- Adults will be aware that some kinds of behaviour may arise from a child's additional needs.
- Adults in the Nursery will make themselves aware of, and respect, a range of cultural expectations regarding interactions between people.

Biting

Biting can occur without warning, can be difficult to defend against, and provokes strong emotional responses in the biter, the victim, the families, and the staff involved. Children may bite for a variety of reasons: teething, frustration, boredom, inadequate language skills, stress or change in the environment, feeling threatened, or to feel a sense of power.

If a biting incident occurs, the biter is immediately removed from the area with no emotion, using words such as "biting is not okay – it hurts." We will avoid any immediate response that reinforces the biting or calls attention to the biter. Caring attention will be focused on the child who was bitten. The biter will be given 'time out' and encouraged to apologise to the other child. We will endeavour to find out the reason for the incident. Staff will notify the family of the biter when the child is picked up for the day.

The victim will be given special attention and comfort. Staff will administer appropriate first aid assessing the wound. Should the wound require immediate medical attention, appropriate action will be taken and parents will be notified immediately. Staff will review the context of the biting incident, and what measures need to be taken to minimise the chances of it happening again.

If biting is a persistent or chronic problem and incidents continue, staff will chart every occurrence (including attempted bites) and indicate location, time, participants, behaviours, staff present, and circumstances. Staff will work with the parents of both biting children and frequent victims to keep all informed and develop a joint strategy for change. Staff will prepare the parents of the biting child for the possibility that the child may have to be removed from the nursery if the behaviour continues.

Staff will maintain complete confidentiality of all children involved when notifying parents that their child has been bitten or bit another child.

If a child needs to be restrained:

The Nursery cares for the children in a way which will not harm them. We use physical restraint, such as holding, only to prevent physical injury to children or adults and/or serious damage to property. This will be done in a sympathetic manner, and if at all possible, in a way which will not cause harm, distress, or alarm to the children.

Abusive or threatening behaviour

The Nursery has a zero tolerance policy towards violent, threatening or abusive behaviour. The staff in this Nursery have the right to work in an environment free from threatening, violent or abusive behaviour and everything will be done to protect that right.

At no time will any threatening, violent or abusive behaviour be tolerated in this Nursery.

If you do not respect the rights of our staff, we may choose to inform the police and make arrangements for your child to be removed from the Nursery.

We do not allow any form of offensive weapons, or replicas (e.g. guns, swords, catapults), to be brought into the setting.

The designated person responsible for overseeing behaviour management in the Nursery is Carol Ellis (Newtown) or Sharon Nichols (Kingsnorth Road).