



Pre-School and Nursery

Behaviour Management Policy

Approved by: Nick Gregory, Owner

Signed:

Date: 24th May 2023

Review Date: 24th May 2024

Behaviour Management Policy & Procedure

Intent

Little Munchkins believes that children flourish best when they know how they are expected to behave and should be free to play and learn without fear of being hurt or unfairly restricted by anyone else.

Aim

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

Methods

- The SENCO has overall responsibility for issues concerning behaviour although implementation of these procedures is the responsibility of all staff.
- The named person:
 - Keeps herself up-to-date with legislation, research and thinking on handling children's behaviour
 - Accesses relevant sources of expertise on handling children's behaviour
 - Checks that all staff has relevant in-service training on handling children's behaviour. We keep a record of staff attendance at this training.
- We require all staff, volunteers and students to promote themselves as positive role models of behaviour by treating children, parents and one another with friendliness, care and courtesy (British Values).
- We require all staff, volunteers and students to use positive strategies for handling any conflict by helping children find solutions in ways, which are appropriate for the children's ages and stages of development, for example, by using distraction, praise and reward
- We familiarise new staff, students and volunteers with the nursery's behaviour policy, its rules for behaviour and the promotion of British Values.
- We expect all members of the nursery community: children, parents, *staff*, Volunteers and students to keep to the rules and apply them consistently
- We praise and endorse desirable behaviour such as kindness and willingness to share ensuring promotion of British Values.
- We avoid creating situations in which children receive adult attention only in return for undesirable behaviour
- We recognise that people from different cultures have different ways of interacting and require staff to be aware of and respect their religious views through the promotion of British values.
- When children behave in unacceptable ways, we help them to see what was wrong and how to cope more appropriately.
- We never send children out of the room by themselves.
- We never use physical punishment, such as smacking or shaking. Children rights are to never be threatened with these actions (British Values)
- We do not use techniques intended to single out and humiliate individual children
- We only use physical restraint, such as holding, to prevent physical injury to children or adults and/or serious damage to property. Details of such an event (what happened, what action was taken and by whom, and the names Of witnesses) are brought to the attention of Little Munchkins Management and are recorded to indicate that they have been informed. The Parents are informed and evidence is presented, management then take guidance from the parent / carer of any further action they feel necessary.

- In cases of serious misbehaviour, such as racial or other abuse, we make clear immediately the unacceptability of the behaviour and attitudes, by means of explanations rather than personal blame. Promote positive behaviour through activities and the promotion of British Values.
- We do not shout or raise our voices in a threatening way to respond to children's behaviour.
- We handle children's unacceptable behaviour in ways which are appropriate to their ages and stages of development, for example, by distraction, discussion or by withdrawing the child from the situation
- We work in partnership with children's parents. Parents are regularly informed about their children's behaviour by their key person or member of management. We work with parents to address recurring unacceptable behaviour, using objective observation records to help us to understand the cause and to decide jointly how to respond appropriately.
- If necessary, the local Educational area INCO will be brought in for a meeting to support and give advice, for the nursery practitioners and if necessary parents / Carers.

Bullying

Bullying involves the persistent physical or verbal abuse of another child or children. We take bullying very seriously.

If a child bullies another child or children:

- We intervene to stop the child 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 her/his actions
- We make sure that children who bully receive praise when they display acceptable 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.

Biting

- We recognise that biting is often a way of young children showing their frustration and anxieties. We work with parents to help resolve biting issues and ensure the child doing the biting is told that this is unacceptable
- Children who have been bitten are offered comfort and are treated for any injuries. Incident records are kept to share with the parents of both the child being bitten and the child who has bitten.

This policy was adopted by Little Munchkins on 24/05/2023

Signed on behalf of Little Munchkins:

Nick Gregory, Owner

Next review date: 24/05/2024