



All Saints Nursery School

Behaviour Management Policy

Date written: [November 2022](#)

Date of last update: [October 2023](#)

Date agreed and ratified by [Trustees, November 2023](#)

Date of next full review: [November 2024](#)

BEHAVIOUR MANAGEMENT POLICY

All Saints Nursery School

The nominated person for behaviour management is **Claire Barker** (SENCO)

We aim to foster an atmosphere of respect and consideration towards others with adults setting positive role models and everybody working together in a happy and productive environment.

We believe that children and adults flourish best in an ordered environment in which everyone knows what is expected of them and 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.

Managing feelings and behaviour is an aspect of Learning and Development in the EYFS and as practitioners we have a responsibility to teach and support learning in this area and not simply expect or require certain standards of behaviour. We also have a responsibility to work in partnership with parents and ensure that all families are aware of our behaviour policy.

Children's behaviour should be managed effectively and, in a manner, appropriate for their stage of development and individual needs.

In order to achieve this:

The registered person creates an environment that encourages good behaviour. The nominated person responsible for behaviour keeps up to date on relevant training, research and thinking on handling children's behaviour and provides guidance for other members of staff. We access external or expert advice if ordinary methods are not effective with a particular child, e.g., SENCO support advisor, Specialist teaching service, Local Inclusion Forum Team.

Activities are carefully planned to ensure children have a balance of structured and free play to ensure that they do not become frustrated or bored. All adults work hard to foster warm and caring relationships with children to ensure that children feel valued, safe and secure.

Rules governing the conduct of the group and the behaviour of the children will be discussed and agreed within the Nursery School and explained to all newcomers, both children and adults. Rules are discussed with the children and agreed as a group.

All adults in the Nursery School will ensure that the rules are applied consistently, so that children have the security of knowing what to expect and can build up useful habits of behaviour.

We familiarise new staff and volunteers with the behaviour policy and its rules for behaviour. Staff with children attending the nursery must follow the policy when dealing with their own children during nursery hours.

All adults will provide a positive model for the children with regard to friendliness, care and courtesy.

All adults will use positive strategies for handling any conflict by helping the children find solutions in ways which are appropriate for the children's ages and stage of development- for example distraction, praise and reward.

Adults in the Nursery School will praise and endorse desirable behaviour such as kindness, respect for others, good manners and willingness to share. Good behaviour will be shared with the group and recognised by positive attention. Parents will be involved in all behaviour programmes and incentives (reward systems such as sticker charts.)

We will take positive steps to avoid a situation in which children receive adult attention only in return for undesirable behaviour.

We recognise that codes for interacting with other people vary between cultures and require staff to be aware of and respect those used by members of the preschool.

When children behave in unacceptable ways

Children who misbehave will be given one to one adult support in seeing what was wrong and working towards a better pattern. They will be supported in considering the feelings of other children in age-appropriate ways if they have been upset or hurt.

Staff will ask children "What can you do to make them feel better" If necessary, children will be given the option of a "chill out or calm down" area, where they can reflect on their behaviour with the support of an adult.

Adults do not use any form of physical intervention, e.g., holding, unless it is necessary to prevent personal injury to the child, other children, an adult or serious damage to property. Any incident is recorded in the behaviour incident file and the parent informed of the incident on the day.

Adults will not shout or raise their voices in a threatening way. Visitors to the setting will be asked to follow these guidelines.

Physical punishments, or the threat of them, are never used and staff will not use or threaten any punishment which could adversely affect a child's wellbeing.

Children will never be sent out of the room by themselves.

In cases of serious misbehaviour, such as racial or other abuse, the unacceptability of the behaviour and attitudes will be made clear immediately, but by means of explanation rather than personal blame. Parents will be informed

In any case of misbehaviour, it will be made clear to the child or children in question that it is the behaviour and not the child that is unwelcome.

Any behaviour problems will be handled in a developmentally appropriate fashion, respecting individual children's levels of understanding.

Adults will be aware that some kinds of behaviour may arise from a child's emotional needs or social development difficulties and a considered approach in consultation with parents/carers will be implemented by the whole staff team. Advice and support will be sought if necessary.

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 his/her 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 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.

We work in partnership with children's parents. Parents are regularly informed about their child's behaviour by their key person.

We will respond sensitively to complaints from parents/carers about other children's behaviour e.g. biting. We will investigate and keep all parties informed and provide support and time for discussions where necessary.

We will work in partnership with parents by providing information and support for parents who may be struggling to manage their child's behaviour.

Recurring problems will be tackled by the whole Nursery School, in partnership with the child's parents, using objective observation records (such as the ABC record forms) to establish an understanding of the cause. Staff will be trained in understanding that significant changes in behaviour may be possible signs of neglect or abuse

See also policies on the reporting of accidents/incidents, complaints, partnership with parents

We will regularly review this policy and seek the views of parents in satisfaction surveys and questionnaires

We will review this policy as a staff team in the light of the EYFS "managing feelings and behaviour" See attached review sheet

Legislation links

Equality Act 2010, Special Educational Needs and Disability Act 2014, Special educational needs and disability code of practice: 0 – 25 years (2015)

CHILDREN'S BEHAVIOURAL INCIDENT FORMS

NAME Kieran Cook	DATE	TIME
NATURE OF INCIDENT		ACTION TAKEN
PARENTS INFORMED (Please tick)		
BY TELEPHONE	AT PICK UP TIME	
STAFF SIGNATURE	COUNTERSIGNED	
PARENT/CARER SIGNATURE ---	DATE	

NAME	DATE	TIME
NATURE OF INCIDENT		ACTION TAKEN
PARENTS INFORMED (Please tick)		
BY TELEPHONE	AT PICK UP TIME	
STAFF SIGNATURE	COUNTERSIGNED	
PARENT/CARER SIGNATURE ---	DATE	

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		TIME
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PARENTS INFORMED (Please tick)		
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