

# **ST PAUL'S CHURCH NURSERY SCHOOL**

## **BEHAVIOUR MANAGEMENT POLICY**

We believe that children and adults flourish best in a positive, well-organised 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.

In order to achieve this:

- Our expectations regarding the conduct of the group and the behaviour of the children will be discussed and agreed within the Nursery and explained to all newcomers, both children and adults.
- All adults in the Nursery will ensure that children's behaviour is managed with consistency, so that children have the security of knowing what to expect and can build up useful habits of behaviour.
- All adults will try to provide a positive model for the children with regard to friendliness, care and courtesy.
- Adults in the Nursery will praise and endorse desirable behaviour such as kindness and willingness to share.
- We will take positive steps to avoid a situation in which children receive adult attention only in return for undesirable behaviour.

When children behave in unacceptable ways:

- Re-direction or distraction will initially be used by the adult in order to avoid or stop unacceptable behaviour.
- Children who misbehave will be given one-to-one adult support in seeing what was wrong and working towards a better pattern.
- Where appropriate, this might be achieved by a period of 'time out' with an adult.
- Physical punishment, such as smacking or shaking, will be neither used nor threatened.
- Children will never be sent out of the room by themselves.
- Techniques intended to single out and humiliate individual children, such as the 'naughty chair', will not be used.

- 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 explanations rather than personal blame.
- In any case of misbehaviour, it will always be made clear to the child or children in question that it is the behaviour and not the child that is unwelcome.
- Adults will not shout, or raise their voices in a threatening way.
- Adults in the Nursery will respect a range of cultural expectations regarding interactions between people.
- Any behaviour problems will be handled in a developmentally appropriate fashion, respecting individual children's level of understanding and maturity.
- Recurring problems will be tackled by the whole Nursery, 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 special needs.
- Physical intervention, such as holding, will only be used to prevent personal injury to the child, other children, an adult or serious damage to property. Any such incident will be recorded and parents informed.
- After a period of monitoring and discussion with parents, the Nursery may seek advice from outside agencies such as SCC Early Years Advisor, Health Visitor, Educational Psychologist etc.
- If deemed necessary and in agreement with the parents, an IEP/PPP (possibly leading to an EHCP and EHA) may be put in place, in order to best support the child.

This policy was originally adopted at a meeting of St. Paul's Church Nursery School Management Committee on 8<sup>th</sup> May 2003 and reviewed on a three year cycle in line with the School Development Plan.

Signed \_\_\_\_\_ on behalf of the Management Committee

Signed on behalf of the Nursery \_\_\_\_\_ Date \_\_\_\_\_

Review Date: \_\_\_\_\_