

Blackshaw Nursery Behaviour Policy

Statement of Intent

Blackshaw Nursery recognises the importance of positive and effective behaviour management approaches in promoting children's welfare, learning and enjoyment.

We believe that children learn how best to behave through interaction with caring adults who act as good role models, help them to learn from their mistakes, support them to problem solve and who show them care and respect. Through modelling positive behaviour and managing challenging behaviour appropriately and competently, we can provide for the needs of individual children as well as ensuring the safety and well-being of everyone at the nursery.

The aims of our behaviour management policy are to help children to:

- Develop empathy, care and respect for one another.
- Feel safe and happy to come to nursery.
- Understand the boundaries and expectations for behaviour at our nursery.
- Build caring and co-operative relationships with their peers and with adults.
- Develop a range of social and emotional skills, including positive communication.
- Learn what constitutes positive and pro-social behaviour.
- Develop confidence, self-regulation and self-esteem in an atmosphere of mutual respect.

Parent/Carer Involvement

Working in partnership with our parents/carers is integral to the success of this Behaviour Policy. We welcome parents'/carers' contributions and value their collaboration. We will achieve this by:

- Sharing the expectations of behaviour at the nursery, through informal and formal discussions with individuals and groups of parent/carers.
- Talking to individual parents/carers about their child's behaviour at regular intervals
- Being fair, non-judgemental and consistent when discussing children's behaviour with parents/carers.
- Providing extra support for parents/carers to help manage children's challenging behaviour e.g. through Family Support Services and outside agencies.

We hope that parents/carers will feel able to:

- Inform us of any relevant changes to their circumstances which may affect their child's behaviour e.g. new baby, moving house, bereavement, divorce, separation or hospitalisation.
- Reinforce expectations of positive behaviour by talking to their child at home.

- Actively support staff at Blackshaw Nursery in implementing positive behaviour strategies.
- Be a positive role-model for their child

Supporting children to engage in positive behaviours

At nursery age, children are developing their self-regulation and social interaction skills. Most of the things they do are normal for their stage of development and we support them to make positive choices in their behaviour and to learn from the consequences of any challenging or negative behaviours. We do this by:

- Modelling positive behaviour to the children in nursery. Staff will make every effort to set a positive example to children by behaving in a calm and respectful manner themselves, promoting an atmosphere where children and adults respect and value one another.
- Noticing and acknowledging children's positive behaviours.
- Using clear and consistent boundaries across the nursery.
- Staff will facilitate open discussions with children about their behaviour. The aim of this will be to help them to understand the challenging aspects of their behaviour and enable them to be supported to think through the causes and effects of their actions.
- Staff will encourage and facilitate conflict resolution between children to try to resolve conflicts by discussion and negotiation.
- Sharing information with parents/carers.
- Recognising and acknowledging feelings to encourage emotional development, including empathy and perspective-taking.
- Creating an environment that minimises conflict e.g. ensuring there is sufficient stimulation and resources

Challenging Behaviour

Blackshaw Nursery is committed to ensuring that our children and staff feel safe and happy at nursery. This should not be compromised by the behaviour of anyone on the premises.

We require all staff to use positive strategies for handling any challenging behaviour. Staff at Blackshaw Nursery will intervene when behaviour is persistently disruptive or difficult to manage.

When an incident of challenging behaviour occurs, staff will support the child to calm down before exploring the reasons for their actions. Staff will then explain to the child or children what was challenging about their behaviour and that such actions have consequences for both themselves and for other people. Staff will prompt the child to think of alternatives to the behaviour in question, in case of similar situations arising in future. Staff will make every attempt to ensure that children understand what is being said to them. Children will always be given the opportunity to make amends for their behaviour and, unless it is judged inappropriate, be able to re-join the activity.

When dealing with challenging behaviours, staff will communicate in a clear, calm and positive manner. Staff will try to de-escalate situations by using distraction and early intervention such as offering them alternative and positive options. Staff will work as a team by discussing incidents and resolving to act collectively and consistently. Staff will keep parents/carers informed about behaviour management issues relating to their child and attempt to work with them to identify and address the causes of challenging behaviour and to share strategies for appropriate management of the behaviour.

Where necessary, we will seek parent/carer consent to liaise with other agencies to access further support and advice. Blackshaw Nursery may seek support from the Local Authority Early Years Advisor. They will come in and observe the child and give strategies that may be used with the child. We will support the child alongside the parent/s to work through any issues identified. The nursery may be advised by the Early Years Advisor to claim the SEN Inclusion Funding to enable us to purchase toys or equipment to support the child.

Persistent challenging and/or harmful behaviour

If a behaviour is considered to pose an immediate or significant risk to others (e.g. persistent harming, racist remarks, intentional damaging of property), staff have a duty of care to intervene. This may include:

- Removing the child from the situation.
- Seeking immediate support from other staff members.
- Convening a meeting between staff and the parent/carer, to identify ways forward.
- Referring to other agencies e.g. Educational Psychology Service, Child and Adolescent Mental Health Service, for further guidance and support.
- If there are any safeguarding issues, a referral to Children's Services may be necessary.
- Suspension or exclusion.

Suspension and Exclusion

In very rare and exceptional circumstances, it will be necessary for Blackshaw Nursery to implement a suspension or exclusion in order to maintain safety and/or a harmonious learning environment for children and staff.

If a child displays very disruptive behaviour that risks the safety of children and/or members of staff, a meeting will be arranged with the parents/carers and additional strategies will be put in place to encourage good behaviour. The child's behaviour will be monitored over a 'review' period of 6-8 weeks (*please see below re: immediate suspensions). If there is insufficient improvement during the review period, then the parent/carer will be formally notified of the need to secure a nursery place for their child at an alternative provision. Once notice is given to the parent/carer, their child's place at Blackshaw Nursery will cease after six weeks.

Children will only be suspended or excluded as a very last resort, when there is no alternative action that could be taken, or when it is felt that the safety of other children and/or staff are potentially at risk.

Suspensions and exclusions will be as consistent, fair and proportionate to the behaviour concerned as possible. Consideration will be given to: the child's age and maturity, level of parental cooperation, any special needs or if any outside agencies or professionals are involved.

Any suspension or exclusion from Blackshaw Nursery will first be discussed with the Management Committee, with the exception of immediate suspensions.

*Only in the event of an extremely serious, violent or dangerous incident will a child be suspended from nursery with immediate effect. In such circumstances, the child's parent/carer will be contacted immediately and asked to collect their child. After an immediate suspension has taken place, the nursery will arrange a meeting with the parents/carers to discuss the incident and decide if it will be possible for the child to return to Blackshaw Nursery.

Policy review date: February 2021