



Manor Twiglets Nursery Ltd

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Behaviour Management Policy and Procedure.

At Manor Twiglets Nursery we believe that all children and adults should be able to thrive in our environment. In order for this, their personal, social and emotional needs must be met and that all practitioners know what is expected of them.

EYFS Themes and Principles

<u>A Unique Child:</u>	<u>Positive Relationships</u>	<u>Enabling Environments:</u>
Support babies and children to develop a positive sense of their own identity and culture	To be sensitive and responsive to the child's needs, feelings and interests.	Value all people
Identify any need for additional support	To be consistent in setting clear boundaries.	Value learning
Keep children safe	To build on key person relationships in early years settings.	
Value and respect all children and families equally.		

Children are encouraged to participate fully and enjoy their time with us at Manor Twiglets Nursery. Positive attitudes towards one another, the adults and the nursery environment will be nurtured and encouraged.

Jill Bray (Childcare manager) and Laura Ceylan (Deputy Childcare Manager) have an overall responsibility for all issues concerning any behaviour.

Their responsibilities are to:

- Keep themselves updated with all legislations, conducting research and thinking of ways on how to promote positive behaviour and dealing with children's behaviour as well as identifying on where additional support maybe needed.
- They will check that all staff have an understanding of promoting positive behaviour with children of all ages from 2 years to 11 years.
- At Manor Twiglets Nursery all adults including students provide a positive role model and treat each other with care, friendliness and courtesy.
- We familiarise all practitioners, volunteers with this policy and the guidelines for behaviour whilst in our care. All practitioners are issued with their own electronic copy of the policy so that they can re visit it regularly.

- When children start in the nursery they are given a paper copy and the policy is also emailed too.
- Parents/ carers are regularly informed about their child's behaviour in the setting through their key person. At Manor Twiglets we work in partnership with parents to address recurring inconsiderate behaviour, we use observations collected on the children to help to understand the root cause and decide jointly how to move forward together.
- Positive behaviour is always acknowledged and practitioners use praise and stickers to reward good behaviour.
- At Manor Twiglets it is good practice for practitioners to encourage the children to take part in different activities when they are arguing and showing signs of conflict.

At Manor Twiglets Nursery we require all practitioners to use **positive** strategies for handling the inappropriate behaviour, by helping the children to come to a solution in an age appropriate way, solutions such as:

- Acknowledge the other children's feelings: we do this in circle times by discussing feelings using persona dolls and puppets & pictures and photos of children with different expressions.
- Explanations as to what is acceptable and not-acceptable: circle time activities such as discussing golden rules of the nursery for example kind hands and kind feet.
- Supporting children to gain control of their own feelings: The nursery uses feelings cards to encourage children to express their own feelings and to have an understanding of the variety of feelings they may have.
- When talking to a child about their behaviour practitioners should talk to the child appropriately, for example getting down to their level and not shouting. We do not use words such as bad or naughty, instead we encourage the children to make good choices.
- Practitioners must get down to the children's level when talking to the children and never talk to them while standing over the top of them.
- Practitioners ensure that there is sufficient popular toys and resources so that children are fully occupied without the need of conflict.
- When children bring in their own toys from home then these are encouraged to place them in the red treasure box ready for when they go home. This stops conflict with regards to their personal possessions.
- Children are not sent out of the room by themselves, singled out, humiliated or have practitioners raise their voices in a threatening way to respond to children's inconsiderate behaviour. The practitioners and staff at Manor Twiglets will not smack/shake a child. Sometimes it is appropriate for the safety of the other children in the setting to take the child into a quieter area until they have calmed down. In this situation a practitioner will stay with the child and together they will take part in an activity that is related to the incident.
- If physical intervention is required and used then this will be recorded on an incident form and reported to the child's parents/carer. This will then be stored in the child's individual file in the office. Physical intervention is when reasonable force is used to prevent children from injuring themselves or others or damaging property. Examples in our setting could be that we may have to pick up a child and carry them away from a situation.

- Corporal punishment will not be used or threatened in the nursery. Jill Bray and Laura Ceylan will take reasonable steps such as all staff, volunteers and parents are given the behaviour management policy, providing practitioners with training on behaviour management to ensure that it is not given by any practitioner, student or volunteer working with the children in the nursery.
- We do encourage children to behave in a considerate way such as being kind to one another and being willing to share. We support this in various Personal, Social and Emotional activities such as in circle times, small group discussions and with relevant appropriate resources.
- In the Nursery we use sand timers and visual symbols to help the children learn about taking turns.
- In some serious cases of misbehaviour for example racial abuse or another kind, we make clear immediately the unacceptability of the behaviour and attitudes, by means of explanations rather than blame. Discussions of acceptable and unacceptable behaviour can be discussed during circle times and key focus time activities. We provide the children with a range of cultural resources so that the children understand and know about cultural differences.

Rough and tumble play

- At Manor Twiglets Nursery we all recognise that teasing and rough play are normal for young children, this acceptable to a limit and we see this kind of play as pro-social and not aggressive.
- When children are playing fantasy role play for example goodies and baddies we will use this as an opportunity to learn the concept of right and wrong (making this a “teachable moment”)
- At Manor Twiglets Nursery we allow the children to engage in rough and tumble play, for example cushion fighting, sock wrestling and rolling around the floor with their peers. This play is well supervised and practitioners are there to intervene when necessary if the activity gets too intense, dangerous or aggressive.

Hurtful behaviour

- We do not accept biting in the nursery, although this is sometimes unavoidable due to the children’s age and development. If children do this then we talk to the children about having kind mouths and not hurting the children. We read a book about having kind mouths if an incident occurs. If parents are having trouble with this behaviour at home then we will lend this book to them to help. Accident/incident forms are filled in for both parties and parents/carers are told about what has happened.
- We understand that children behave in hurtful ways because their emotions overwhelm them. At Manor Twiglets Nursery we will help them manage their feelings with age appropriate resources and activities.
- We help young children empathise with others and help them to understand that other children have feeling as well and their actions have an impact on others all around them.

Bullying

- At Manor Twiglets Nursery we take Bullying very seriously and have a zero tolerance to it. We ensure that we listen to parents concerns about issues raised and intervene to stop the child who is harming a child in a bullying manner. The child’s key person will organise activities to support the child bullying and the child who has been bullied.

- We explain to the child that this kind of behaviour under any circumstances is unacceptable at Manor Twiglets Nursery.
- We give reassurance to the child who is being bullied. We make sure that all children know where to go and speak to if they have a problem. Parents are aware and know that they can talk to the Manager (Jill Bray) or the Deputy manager (Laura Ceylan) or even their child's key person if they are worried or concerned about their child.
- We will share with the parents, what has happened at the nursery and help them to adapt to a more acceptable ways of behaving.
- The staff at Manor Twiglets will not label a child a bully.

Gun Play

We do not promote gun play within Manor Twiglets Nursery but it is sometimes unavoidable with some children and their play. Some children make and pretend that lots of different items are guns and use them in their play, for example lego and sticks.

- If a child brings a toy gun into nursery from their home, they are placed in their book wallets or their bags.
- The practitioners will explain to the children that they do not want guns pointed at other children or in other children's faces. Practitioners will remind the children that this is unacceptable behaviour and explain how it makes some children feel.
- Explain to the children that guns scare people and we don't want anyone to be frightened when they come into nursery.
- If they are still reluctant then we remind them that if they point, wave, shoot, bang or threaten other children with their guns they will be taken away.
- If the children make guns out of the equipment, remind the children that they are not to wave, point, shoot, bang or threaten the other children (as above).
- If this happens the children will encouraged to take part in another activity away from their gun play. If this continues then put that equipment way (jumbo magnets and mobilo are a prime example of using these for guns).
- Encourage the children to make something different out of the equipment. Practitioners will model good play by getting them to make towers, houses, and cars etc.
- Children will not use language such as 'kill, die or dead' as this upsets children and is seen as intimidating and will scare the younger and more timid children. Practitioners will ensure that the children do not use this language.

This policy was updated and implemented October 2018

Date of review: October 2019

Signed on the behalf of the Directors:

Name of signatory: Ms FJ Bray

Role of Signatory: Childcare Manager