

BOWLERS COMMUNITY NURSERY

POSITIVE BEHAVIOUR POLICY

ETHOS:

In drawing up the Behaviour Management Policy the staff have discussed the importance of adopting a consistent approach – we want to be proactive about managing challenging behaviour rather than reacting negatively to situations. We want to have strategies in place that will allow us to work positively with the children and focus on their achievements rather than highlighting their inappropriate behaviour. And most importantly we want the children to have the space to grow, develop and learn about themselves and their place in society. In order to achieve our objectives we place a strong focus on Personal, Social, Emotional Development which is an underpinning factor in supporting children's behaviour.

CURRENT LEGISLATION

Bowlers Nursery is dedicated to advocating and implementing guidelines and fully accepts their responsibilities towards the children and their families in managing, supporting and promoting positive behaviour. The nursery adheres to the following to ensure good practice:

- Childrens Act 1989 & 2004
- Code of Practice for the Identification and Assessment of Children with Special Educational Needs (2001)
- Early Years Foundation Stage 2008

NAMED PERSON

Yolande Farrell (Manager) is the named Behaviour Management Co-ordinator and has been employed by the nursery for over 21 years. Yolande has held this post throughout most of her time at the nursery and has received training in this area such as promoting positive behaviour which looks at employing different strategies to manage children's behaviour. Yolande is responsible for devising & implementing strategies as well as advising and supporting staff. Yolande will attend relevant training and cascade information down to the rest of the team and will be responsible for ensuring that the staff are kept abreast of current issues. Yolande is also responsible in accessing training for staff and liaising with external agencies where appropriate.

SUPPORTING CHILDREN:

As Early Years Practitioners we aim to meet the children's individual needs; the staff work, love and respond to the children in ways which will benefit each child. Therefore it is important that children are treated as individuals when addressing behaviour which may be inappropriate. It is important that we all understand that children not only behave in different ways but they also react to ways in which we manage their behaviour. Using the Key Person approach will allow the staff to identify which is the best approach for each of their children according to their age, understanding and stage of development.

The staff aim to work towards creating an environment which allows the children to develop a 'positive sense of self'; we aim to meet the children's emotional needs so that they can be proud of who they are and what they can achieve. We support children to develop a positive sense of self by creating an environment in which they are continually praised and rewarded for their successes.

It is important that the staff support the children to enable them to feel empowered and that they learn to take responsibility for their own behaviour and actions. As the children mature we feel that they should be supported to understand what is deemed as inappropriate behaviour and the consequences which occur. It is imperative that we stress that this is done in a way which will not demean the children and shake their confidence but show them that positive behaviour reaps praise and rewards and negative behaviour can only incur sanctions.

We believe that children can help to foster a positive environment by taking part in making up the 'rules' within the nursery; by being included in how they should behave can have a significant impact on how they actually behave.

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PARTNERSHIPS WITH PARENTS/CARERS AND SIGNIFICANT ADULTS:

At Bowlers Nursery we recognise and value the fact that the parents are the children's primary carers and educators and that we gain a tremendous amount of knowledge about the children from their parents. Parents hold vital information which can help us to establish relationships with the children as well as care, support and educate them and work in their best interests.

At Bowlers Nursery we feel that it is important that the parents and staff work together to consider strategies in supporting children's behaviour. Staff recognise and support the children during 'off days', however in some instances it may be more substantial than that and staff will discuss this with the parents especially if there is a significant change in a child's behaviour.

The Key Person and parents will discuss if there are any changes at home or in the nursery which may be worrying or distressing the child (a new sibling or a change of Key Person) it is important to identify and ascertain reasons or triggers why a child may be behaving as they are.

Working in partnership with the parents will ensure that agreed strategies are devised to support the child both at home and at nursery.

Children learn from the adults around them so it is important that staff and parents model appropriate behaviour. Aggressive, abusive, racist or sexist behaviour will not be tolerated and if encountered the person will be asked to leave the premises. Offensive language or swearing in any part of the building will not be tolerated. If a child's language is offensive, the Key Person will discuss appropriate action with the parents/carers.

PROCEDURES:

INITIAL CONCERNS:

The Key Person carries out observations on all of her/his Key children – it is through these observations and spending time with the children that concerns may be highlighted.

PLANNING:

If behaviour is a concern it will be discussed with other members of staff. The decision will be then made for the child to become one of the 'Focus children' so that the staff can monitor the child in more detail. The Behaviour Management Co-ordinator and/or SENCO will advise the Key Person on what type of observations to carry out (Islington's Antecedent, Behaviour & Consequence **ABC** see Appendix).

The Key Person will have an informal discussion with the parents at this point to ascertain if there are any changes at home which might be a reason for the change in the child's behaviour; the Key Person will then plan how to support the child's behaviour and inform the parents that they will be carrying out observations and will make arrangements to discuss developments with the parents at a later date.

EXTERNAL SUPPORT:

If after employing strategies there are still concerns the Behaviour Management Co-ordinator will seek consent from the parents to approach Islington Early Years Inclusion Team. A colleague from the team will meet with the Key Person and Parents to discuss the concerns and plan a further programme of support.

It is important to stress that the staff will be working closely with the parents to ensure that the child is fully supported.

IMPLEMENTING PROCEDURES WHERE THERE IS CONCERN SURROUNDING A CHILD'S BEHAVIOUR:

INITIAL CONCERNS RAISED

(By KEY PERSON)



CONCERNS DISCUSSED AT PLANNING MEETING

(CHILD BECOMES A 'FOCUSED CHILD' AND MORE OBSERVATIONS ARE CARRIED OUT. PARENTS ARE TOLD INFORMALLY)



DETAILED OBSERVATIONS ARE CARRIED OUT

(SPECIFIC OBSERVATIONS ARE CARRIED OUT BY THE KEY PERSON)



PARENTS ARE INFORMED

(THE KEY PERSON & BEHAVIOUR MANAGEMENT CO-ORDINATOR MEET WITH THE PARENTS TO DISCUSS CONCERNS AND STRATEGIES)



STRATEGIES TO SUPPORT THE CHILD'S BEHAVIOUR

(STAFF AND PARENTS WORK TOGETHER TO SUPPORT THE CHILD'S BEHAVIOURAL NEEDS)



NURSERY TO SEEK EXTERNAL ADVICE

(ISINGTON EARLY YEARS INCLUSION TEAM ARE APPROACHED TO HELP THE STAFF AND THE PARENTS TO SUPPORT THE CHILD)

SHARING THE POSITIVE BEHAVIOUR POLICY:

Children: As stated children (where applicable) can work in partnership with the staff to devise 'rules'; as such staff can use opportunities such as circle time or 1-1 to discuss, remind and reinforce the expectations that we have agreed how children should behave.

Staff: This policy along with other policies are included in the Induction Process and are introduced to new staff, volunteers and students. The Positive Behaviour Policy is discussed at Staff Meetings to ensure that staff are fully conversant with the procedures and implementation.

Parents: This policy will be shared with parents as their child starts the nursery and will be given further revisions as appropriate.

A copy of this policy is kept in the staff room and in the Lobby so that staff, parents and users have access to it at all times.

This policy is reviewed on an annual basis

POSITIVE BEHAVIOUR POLICY CREATED JULY 2013

SIGNATURE: _____ (Manager)

SIGNATURE: _____ (Director)