



# Little Angels Day Nursery & Pre-Prep School



## Management of Behaviour

At Little Angels we promote children's self esteem through the positive management of behaviour. Our philosophy is to "catch them being good". Children flourish when they know how they are expected to behave and should be free to play and learn without fear of being hurt or unfairly restricted by anyone else.

Children need boundaries that have to be provided in a warm, caring and stimulating environment. Desirable behaviour such as kindness and willingness to share is always endorsed through praise and we avoid creating situations in which children receive adult attention only in return for undesirable behaviour. The importance of good behaviour cannot be overestimated. Children should always be praised.

Children should never be punished by smacking, slapping or shaking. There are no circumstances in which such a punishment can be justified.

Staff are inducted and trained to enable them not to have negative responses to a child that is inappropriate and unacceptable.

Staff will always model good behaviour. At no time will staff use negative or critical language or speak harshly to a child.

In our planning meeting we will manage the groups and resources in a way to minimise conflict amongst children. We continue to assess the learning environment to promote children's positive behaviour. We Plan for the children's interests with support from the staff observations and parents interest forms.

Our day-to-day routines promote appropriate positive behaviour. We encourage children to

- To have a sense of belonging
- To have self-worth and esteem
- Be honest and truthful
- To take care of, handle and respect equipment
- Respect one another and their feelings
- Show concern for others
- Show fairness by sharing and taking turns
- Listen carefully and pay attention
- Co-operate with the request of staff and their peers
- Keep noise at an appropriate level
- Encourage a sense of order
- Proximal praise

In some serious situations such as severe and continued behavioural difficulties, the nursery reserves the right to terminate a child's place.

If the child becomes consistent in this behaviour a 'Behaviour Monitoring Form' will be put into place. This is to help monitor the child's behaviour as well as trying to outline the reason for the behaviour. This will be carried out by the child's key worker and the Behaviour Management Officers Harriet Gladman or Morwenna Curran at Highgate or Michelle Moore at Highbury. The Room Senior will also over see this. The key person will shadow the child to support them, avoiding them getting into to situations where negative behaviour is likely to occur, giving them positive praise and encouragement of positive behaviour.

The parents are invited to discuss any events or actions that may be happening at home or in the nursery, e.g. teething, feeling tired or unwell, or change in peer friendship, as any of these factors can contribute to a child's biting behaviour.

## Policy 6

If a child is excluded from an activity or group by any other child or adult (i.e. known as bullying) it will not be tolerated under any circumstances and staff will act firmly against it.

Singling out by a group of children or an adult or one child is deliberately hurtful behaviour, that can be a one off incident or repeated over a period of time, where it is difficult for those bullied, who are powerless, to defend themselves.

Physical restraint, such as holding, will only be used to prevent physical injury to children or adults and/or serious damage to property. Details of such an event will be brought to the attention of the manager and recorded.

In cases of serious misbehaviour such as racial or other abuse; we make clear immediately, the unacceptability of the behaviour and attitudes, by means of explanations rather than personal blame. These incidences will be recorded.

We have a named officer, Morwenna/Michelle and Harriet who have overall responsibility for issues concerning behaviour

- Keep herself up-to-date with the legislation, research and thinking on handling children's behaviour
- Access relevant sources of expertise to handle children's behaviour
- Check that all staff has relevant in-service training on handling children's behaviour.

## Adult Role

The following is a list of boundaries that we as staff will encourage.

1. Staff will at all times work in partnership with parents.
2. Staff will develop positive strategies to encourage children's development and appropriate behaviour.
3. Adults will always sit at child's level during circle time etc.
4. Staff will have a consistent approach at all times
5. Staff will encourage the children to share and to promote a positive reactions i.e. taking turns.
6. Staff will positively reinforce and give explanations to children about their choices.
7. Staff will promote awareness and respect of the child and families' culture, religion, gender, disability and sexual orientation.
8. All children will be treated as individuals in their own right.
9. Staff will consult with children (age appropriate) about rules and helping children understand the effect they have on others. For a child of under 3 years Makaton (sign language/straight face) will be used to explain unacceptable behaviour
10. Antisocial behaviour i.e. biting, hitting and kicking etc exhibited by any child will be strongly discouraged and such incidences recorded
11. Discriminatory comments and / or behaviour from children, parents or staff are not acceptable and will be challenged. This will need to be referred to the manager
12. Any child who refuses or has concerns with food, sleep and any other issue will be treated positively and will be accommodated within reason. This will be discussed with the parents.
13. When planning activities, the children's development and behaviour will be considered to ensure the planned programme will further enhance their development.
14. Staff will ensure that the environment created for the children is arranged appropriately.
15. Staff will ensure that the plans are in place for the recording and assessment of children's development.
16. Occasionally it may be necessary for advice to be sought from other agencies (social services and education support) to develop plans in addressing the difficulties staff might be experiencing with children's behaviour. We work in partnership with parents and most referrals will be made with the consent of parents. We do not shout or raise our voices in a threatening way to respond to children's behaviour
17. We will periodically review our behaviour management policy to maintain consistency with current legislation and guidance

# Policy 6

## Techniques and Strategies

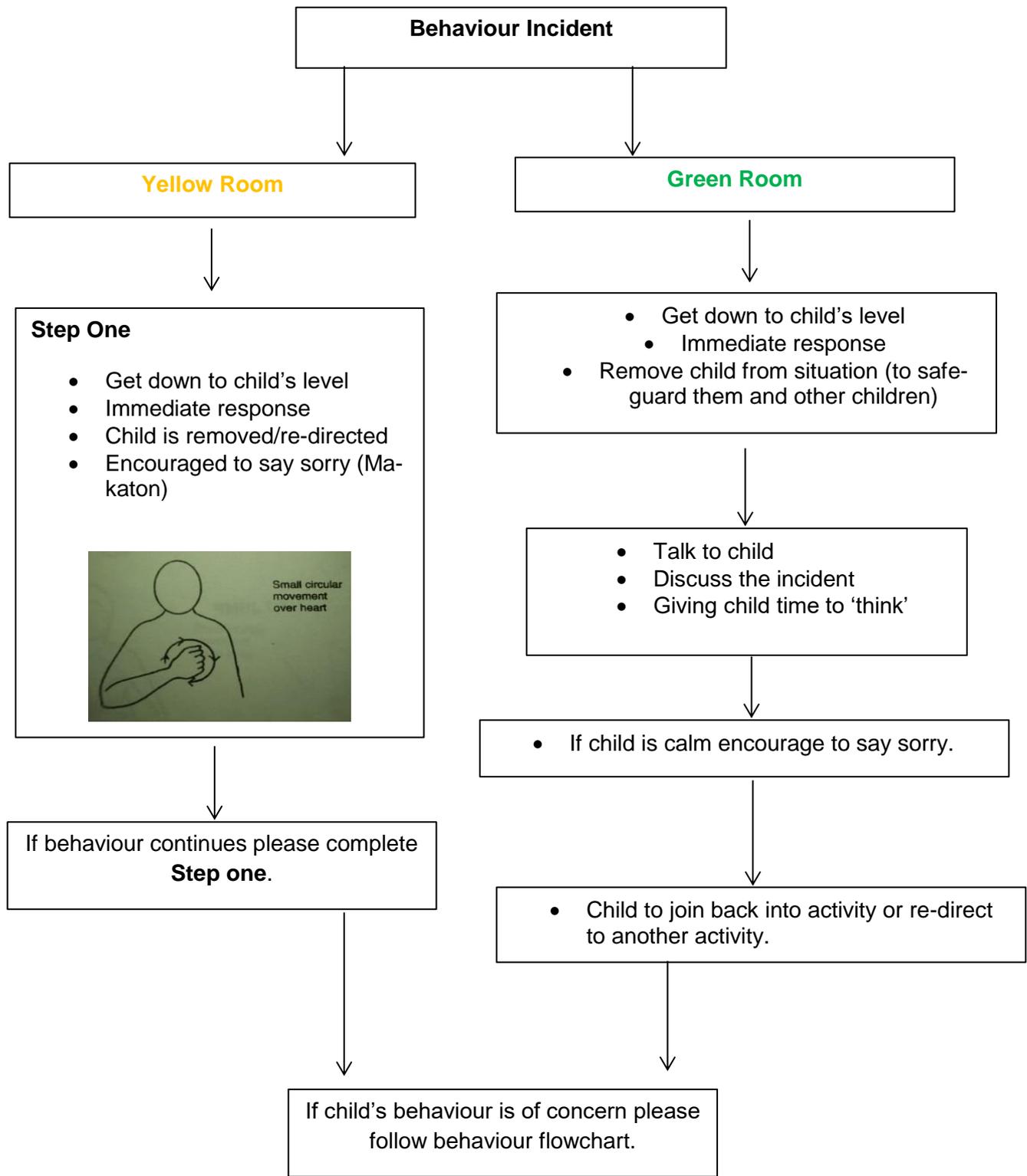
We will incorporate the following techniques and strategies in promoting self-esteem and managing behaviour positively and in an age appropriate manner:

1. To continue with our strong parent partnership once a strategy is put into place we are obligated to implement this at home and the nursery. This is to ensure that continuity is maintained for the support of the child.
2. Children will be helped to understand why some behaviour is desirable through explanations and reasoning. Any criticism will be focused on the behaviour rather than on the child, either by Makaton or by explanation.
3. Adults will help children negotiate solutions to problems with other children and model these skills appropriately.
4. Distinguish between serious and minor offences and arrange the nursery so that all areas are visible
5. As far as possible adults will redirect bad behaviour and look out for good behaviour i.e. "catch them being good" and praise good behaviour.
6. Adults will use resources such as books, songs and puppets to encourage children to talk about their feelings and frustrations.
7. Positive behaviour will be encouraged.
8. Adults will praise quickly and consistently through both verbal and non-verbal praise.
9. Children's achievements and exceptional good behaviour will be feedback to parents to enable each child to understand exactly what he or she is being praised for.
10. Where possible the early elimination of potential problems will be achieved through the provision and organisation of appropriate activities and equipment.
11. To set up the rooms to ensure positive movement throughout the nursery.
12. Various different techniques such as distraction, compromise, humour and managed choices will be used where appropriate.
13. We have a policy that all adults in the nursery should be good role models for the children by adopting a fair, consistent and balanced attitude, respecting of others and self.
14. Clear and concise rules, for the older children, 3 –5 years, will be consistently applied to help children feel secure and understand what is expected of them. For a Child under 3 years of age we will use distraction techniques, shadowing and Makaton signs etc
15. To ensure that staff have the opportunity to participate in behaviour management training.

Reviewed January 2019

Next review date January 2020

# Behaviour Management Strategies



# Behaviour Flowchart

If you are concerned with a child's behaviour in the nursery

Talk to Behaviour Management Officers: Morwenna/Michelle & Harriet

Initial conversation with parents, do they share your concerns?

- Review the environment identify any changes that need to be made with the staff
- Plan for child's interest with support from parents
- Put in place Behaviour chart.

No

Concerns resolved  
**YES**

Observe and Record child's behaviour:

- General observation
- ABC observation.

**A:** Antecedent, what happened immediately before the behaviour?

**B:** Behaviour, what did the child do?

**C:** Consequences, what did the adults do? How did the child respond?

Meet with the parents regularly to share:

- Information from home
- Information from Observations

Harriet, Morwenna/Michelle and Key Person present.

Target Based plan implemented and shared with parents (4-8 weeks)

Concerns not resolved

Referral to Area SENCO