

BEHAVIOUR MANAGEMENT POLICY

At Rickmansworth Nursery School the highest standards, in all areas, are expected of everyone who works at or attends the nursery.

It is central to the philosophy of the nursery that staff should be very positive at all times towards the children, towards each other and towards the nursery.

Jane Herman is responsible for Behaviour Management within our nursery and endeavours to ensure this policy is adhered to by staff, children and parents.

Roles and Responsibilities

Staff

- To lead by example and to give praise for appropriate behaviour
- To uphold agreed standards of behaviour amongst the children in the nursery
- To teach the children right from wrong and what is acceptable behaviour within the nursery.
- To reject the behaviour, not the child
- To apply sanctions fairly, appropriately and consistently using their professional judgement
- To work with parents to ensure children receive a consistent approach to behaviour issues
- To offer children directions to modify their behaviour and allow them to make amends in a positive way.
- To develop the children's sensitivity to their feelings and the feelings of others

Children

- To be aware of the nursery rules and to do their best to abide by them
- To be courteous, well-mannered and respectful of others and their property
- To try their best in all areas of nursery life

Parents

- To explain to children what is acceptable behaviour in nursery
- To help and support children achieve and maintain high standards of behaviour
- To work with staff to ensure their child receives a consistent approach to behaviour issues
- To support the nursery by reinforcing the nursery aims

Behaviour management policy in practice

At Rickmansworth Nursery School we respect each child as an individual in matters of behaviour and discipline and we therefore aim to treat them accordingly. We will always seek to find ways to praise and reinforce good behaviour. The children will be helped and reminded at all times to understand and maintain the nursery rules. We have age appropriate 'golden' rules, which are regularly explained and modelled to the children.

These are:-

- Adults are in charge
- We look after our toys
- We help each other
- We listen to each other
- We are kind to each other

Where a 'golden' rule is not followed and perhaps not understood the child will be reminded of it and shown acceptable ways of behaving by example. They will also be shown how to make amends e.g. saying "sorry" to another child after snatching a toy or tidying up when toys have been left out. If children repeatedly fail to follow a rule they will still be helped to follow it but may be sat quietly to have some "thinking time". Children are given adult support to benefit from this thinking time and again are given the opportunity to make amends.

All children are valued and our aim is to encourage self-discipline, personal responsibility and self-confidence. We therefore do not use any negative comments, threats or physical means to control children's behaviour.

Physical intervention will only be used to manage a child's behaviour if it is necessary to prevent personal injury to the child, other children or an adult or in what would be regarded as exceptional circumstances. In any case, the intervention will be recorded and parents will be informed on the same day.

We will not

- use or threaten corporal punishment
- use or threaten any punishment which could adversely affect a child's well-being.

Working with parents

The support and involvement of parents is crucial to maintain the high standards set by the nursery and to provide a consistent approach to their children. Parents will be kept informed of any issues arising with their children.

Parents will always be informed, in confidence, if their child has needed frequent reminders and staff will work with parents to help the child understand the nursery rules. This may include asking the parent to spend time at the nursery during the times his/her child attends.

Any issues arising with other children, members of staff or parents should be discussed in private with the Teacher in Charge. The passing of negative comments about parents, staff or children is not acceptable in any other forum.