

11 Behaviour Management

At Sticky Fingers we believe that children will learn and progress within our Nursery by providing a positive, warm and caring environment in which they can feel safe and secure. All of our staff are trained to focus on the child's behaviour being unacceptable and not the child who is carrying it out.

By speaking positively to children and allowing them to see what it is they are doing wrong, we promote good behaviour within our Nursery.

Children need to have set boundaries of behaviour for their own safety and the safety of their peers.

Within Sticky Fingers we aim to set these boundaries in a way that helps the children to develop a sense of the significance of their own behaviour, both in their own environment and with those around them.

We achieve this by:

- Working with the children to make rules for their group. These rules are reviewed regularly and explained to new children on arrival.
- Children will be encouraged to help set these rules and display them in their rooms.
- The staff in the Nursery will reinforce our rules as and when needed. This is done in a caring manner without shouting or raising our voices.
- Children are taught and encouraged to be caring towards each other and to share their toys.
- Praise is given to all children when it is due. We also feel that it is important to praise all children and not just the ones who have been 'good today'. This is because children need attention in order to thrive. We consider this is also true with adults, if someone tells us we have done a good job then we are encouraged and will want to try harder. We recognise that praise brings many benefits and therefore this plays great importance in our Nursery for all involved.
- The nursery manager shall ensure that the parents/carers are fully informed about and support the actions being taken to modify the child's unacceptable behaviour.
- Parents and carers should feel free to discuss any concerns they may have with the nursery manager. All matters will be treated in the strictest confidence.
- Staff will receive regular training in Managing Positive Behaviour.

By positively promoting good behaviour, valuing co-operation and a caring attitude, we hope to ensure that children will develop as responsible members of society.

When unacceptable behaviour is used within our Nursery, we will implement the following procedures:

- Intervene and ask the child(ren) what they felt was going wrong. This helps the child(ren) to review what has happened and help to make a positive solution.
- Once we have found out what has happened, we will explain why we must not behave in such a way and suggest ways of solving the situation. Often it may be over not sharing and a system can be set up to ensure that all children can have a turn.

- We will explain that it is not acceptable to hurt another child and we will refer back to our agreed rules. We may also try to help them understand by putting the child in the position of the child who has been hurt and try to show them how it might feel. This is very often successful and will let them think about their actions.
- For those occasions when a child becomes very distressed or unprepared to negotiate or come to an agreement, then extra time may be needed with them. This can be done by sitting down with them; this gives more opportunity to carry on explaining things to them. Alternatively the child who has behaved unacceptably will be asked to take time out and think about what they have done.
- Time out will last no longer than one minute per year of the child's age.
- We do not give into a child's tantrums to ease a situation. This only makes matters worse in the long run as it lets the child see that if they behave like this then they can have their own way. A few tears at this point will promote long-term learning. If a child becomes upset, we would remain with them and try to offer comfort and support. We remember that it is their behaviour that we are not happy with and not the child!
- Under no circumstances will corporal punishment (slapping, smacking, or shaking) ever be acceptable. In some circumstances though, it may be necessary to use restraining action in an emergency to prevent personal injury or serious damage to property.
- All children have different levels of understanding and this is taken into account when dealing with them. For some it will take much longer to learn to play and mix with other children. All children will however develop good social skills if good adult role models teach them.
- When a child has used unacceptable behaviour we will on most occasions inform the parents. We find that parents want to know what their child(ren)s behaviour has been like during the session. We think it best for us to inform them rather than let the child(ren) go home and tell their parents they have hit someone and 'teacher' has spoken to them. It is important however to reassure parents that this is not a great concern and that it is part of a learning curve that they will go through. Parents can become upset if this is not handled delicately and this can then add to their child(ren)'s behaviour problem as they may get self conscious and made to feel 'naughty'.
- Using the word 'naughty' is not permitted within our Nursery as we do not feel it has a place.
- Food will never be withheld as a form of punishment.
- Children will not be humiliated verbally, emotionally or physically.
- When problems reoccur then we will work with the parents to find a solution. We would only in very extreme cases ever consider excluding a child due to behaviour problems. We would recognise this child as needing our help and we would want to give it.

Bullying: At no time do we ever allow bullying at our Nursery. If we discover that this was happening then we would address it by speaking to the children as a group to let them know how upsetting it was for those concerned. Children of this age are not normally capable of bullying but we would deal with it in a positive manner if it arose.

Staff in our Nursery are aware that some kinds of behaviour may arise from a child's special needs.

Behaviour with regard to our babies:

We recognise that babies and young toddlers may show signs of discontent if they are not able to have a specific toy or item. We would deal with this by distracting them and taking their attention to something else. Babies are perfectly able to learn that they can't have everything all the time and by offering reassurance and an encouraging manner, we help them to learn to take turns.