

Behaviour Management/Bullying Policy

We believe that children/young people and adults flourish in a well organised environment in which everyone knows what is expected of them and the children/young people are free to develop their play without fear of being hurt or hindered by anyone else, also encouraging the children/young people to challenge themselves and take controlled risks. We aim to work towards self-esteem in an atmosphere of mutual respect and encouragement. The Setting recognises the importance of positive and effective behaviour management strategies in promoting children's welfare, learning and enjoyment. **In order to achieve this we will:-**

- 1) Create rules governing the conduct of the Setting, and the behaviour of the children/young people will be discussed and agreed with the staff and explained to all newcomers including children/young people and adults.
- 2) Give the children/young people in the Setting the opportunity to discuss and create their own rules for the Setting. These rules are reviewed on a regular basis and are on display around the setting.
- 3) Ensure that the rules are applied consistently by all adults so that children/young people have the security of knowing what to expect and can build up useful habits of behaviour.
- 4) Make sure that adults strive to be positive role models for the children/young people with regard to friendliness, care and courtesy.
- 5) Ensure that adults of the Setting praise and endorse desirable behaviour, such as kindness and willingness to share.
- 6) Take positive steps to avoid a situation in which a child/children gain attention for undesirable behaviour.
- 7) Encourage the children/young people to work through any issues or disagreements with each other.
- 8) Actively encourage all children/young people to add their contributions to all risk assessments within the Oosc, encouraging them to work and understand for themselves that their actions have consequences. (These risk assessments are sometimes carried out verbally and are not always written).
- 9) Ensure that adults portray an inclusive attitude to all children.
- 10) Provide an appropriate balance of adult-led and child initiated play.
- 11) Provide free play outdoors allowing the children to express their feelings physically and to aid development.

When children behave in unacceptable ways:-

- a. Physical punishment will neither be threatened nor used.
- b. Children/young people will never be sent out of the room without supervision.
- c. In any case of misbehaviour, it will always be made clear to the child/children/young person in question that it is their behaviour and not themselves as individuals that are unwelcome.
- d. Adults will not shout or raise their voice in a threatening way.
- e. Any behavioural problems will be handled in a developmentally appropriate fashion, respecting individual children's/young people's levels of understanding and maturity.
- f. All staff will be consistent in the way in which unacceptable/inappropriate behaviour is dealt with.
- g. Recurring problems will be tackled by the Setting as a whole in partnership with parents/carers.
- h. Adults will be aware that some kinds of behaviour may arise from a child's special/additional needs.
- i. If it is deemed necessary for physical intervention to be used to manage a child's/young person's behaviour then this will be recorded on an Incident sheet and the parent/carer will be informed of

the situation and requested to sign the Incident sheet on the same day the incident occurred.

- j. If deemed necessary a contract will be drawn up between the child/young person, the setting and the parents/carers detailing actions to be taken.

Nursery

- a. Positive behaviour will be rewarded with stickers/stars/sending Barney Bear home.
- b. Positive reinforcement and praise will be given at all times.
- c. We work closely with parents/carers, using different strategies to meet their child's individual needs.
- d. We consult new parents/carers through induction sheets and key person meetings to find out how they manage unwanted behaviour within the home. We inform them of our strategies and work together to achieve this.

Bullying

The setting is committed to providing an environment for children/young people that is safe, welcoming and free from bullying. Bullying of any form is unacceptable in our setting, whether the offender is a child/young person or an adult. The victim is never responsible for being the target of bullying. Everyone involved in the setting including staff, children/young people, students, volunteers and parents/ carers will be made aware of the setting's stance towards bullying. Such behaviour will not be tolerated or excused under any circumstances. The setting defines bullying as repeated harassment of others through emotional, physical, verbal or psychological abuse. Examples of such behaviour are as follows:

Emotional: Being deliberately unkind, shunning or excluding another person from a group or tormenting them. For example, forcing another person to be left out of the game or activity, passing notes about others or making fun of another person.

Physical: Pushing, scratching, spitting, kicking, hitting, biting, taking or damaging belongings, tripping up, punching or using any other sort of violence against another person.

Verbal: Name calling, put downs, ridiculing or using words to attack, threaten or insult e.g. spreading rumours or making fun of another person's appearance.

Psychological: Behaviour likely to instil a sense of fear or anxiety in another person.

Preventing bullying behaviour

The Manager and the staff will make every effort to create a tolerant and caring environment in the setting, where bullying behaviour is not acceptable. Staff will discuss the issues surrounding bullying openly, including why bullying behaviour will not be tolerated and what the consequences of bullying behaviour will be.

Dealing with bullying behaviour

Despite all efforts to prevent it, there is a chance that bullying behaviour can still occur and the setting recognises this fact. In the event of such incidents, the following principles will be given governing the setting's response:

- a. All incidents of bullying will be addressed thoroughly and sensitively.
- b. Children/young people will be encouraged to immediately report any incidents of bullying that they witness. They will be reassured that what they say will be taken seriously and handled carefully.
- c. Staff have a duty to inform the Manager if they witness an incident of bullying involving children/young people or adults at the setting.

- d. If a child/young person or member of staff tells someone that they are being bullied, they will be given the time to explain what has happened and reassured that they were right to tell.
- e. The individual who has been the victim of bullying will be helped and supported by the staff team. They will be kept under close supervision and staff will check on their welfare regularly.
- f. In most cases, bullying behaviour can be addressed according to strategies set out in the Behaviour Management policy. The bully will be encouraged to discuss their behaviour and think through the consequences of their actions. Where appropriate, they will be encouraged to talk through the incident with the other person concerned.
- g. Where bullying behaviour persists, more serious actions may have to be taken, as laid out in the Suspension and Exclusion policy.
- h. A member of staff will inform the parents/carers of all the children/young people involved in a bullying incident at the earliest possible opportunity. If appropriate, staff will facilitate a meeting between the relevant parents/carers. Staff will handle all incidents with care and sensitivity at all times.
- i. All incidents of bullying will be reported to the Manager and recorded in the incident record book. In the light of reported incidents, the Manager and other relevant staff will review the setting's procedures in respect to bullying.

The Practitioner responsible for dealing with behaviour management within the Setting is **Helen Donlan**.

This Policy was adopted at a meeting of the Nursery/Oosc held on 26 August 2016

Signed on behalf of the Nursery/Oosc