

Willow Nursery School

BEHAVIOUR MANAGEMENT POLICY

Good behaviour, respect for themselves and other people and the environment are paramount to a happy and productive school. The ethos of our school is based upon these principles.

Introduction:

This policy should be read alongside the school's Vision Statement, which outlines our hopes and expectations for pupils, parents and staff.

The co-ordinator for PSE, which includes behaviour management, is Mrs Debbie Patterson

Aims for the children:

Our policy aims to promote:

- Feelings of safety and happiness
- High standards of self-discipline
- High self-esteem and feeling valued
- Care and kindness towards others
- Respect for their environment
- Respect for themselves and others
- Understanding of the rules within the school
- Listening and responding appropriately to instructions
- The resolution of conflict by the children themselves with adult support when necessary
- Begin to develop the ability to manage their emotions

Aims for the staff:

We have a philosophy and practice for behaviour that:

- Minimises hostility in pupil/adult interaction
- Minimises embarrassment in adult/pupil interaction
- Develops and maintains respectfulness to all.
- Develops the children's ability to resolve conflict themselves
- Follows up and follows through with disruptive children
- Recognises children's feelings
- Has a consistent approach throughout the nursery

Aims for Parents:

- To work with the staff to uphold this policy and promote good behaviour and respect from the children.

How these aims are met:

We have a positive reinforcement ethos which is part of our daily work throughout all areas of the school. Many skill based aims are met through PSE where opportunities are taken to promote self esteem and consideration for others.

The staff will encourage and develop the children's abilities to resolve conflict themselves and every opportunity is taken to promote these skills and encourage the children to take a leading part.

Expectations:

Be explicit in the behaviour expected and model the appropriate behaviour whenever possible. Use appropriate language e.g. 'I need you to..... Thank you.'

POSSIBLE STRATEGIES:

Positive reinforcement

Where possible, and for minor daily interruptions, staff will avoid negative comments, using 'tactical ignoring', by praising and drawing attention to those children exhibiting the appropriate behaviour. Children who use appropriate behaviours are then congratulated.

Addressing the action and not the child

When managing children who are behaving inappropriately, the adult will focus on the current act or behaviour.

Adults will always maintain respect in their dealings with children.

Conflict Resolution

When possible the child/children will be encouraged to use their conflict resolution skills, and will engage in negotiation of possible solutions to their conflict. This will be supported by an adult if necessary in order to allow the children's understanding and skills to develop.

Please refer to the 6 steps of Conflict resolution;

1. Approach calmly
2. Acknowledge feelings
3. Gather information
4. Restate the problem

5. Ask for solutions and choose one together
6. Be prepared to give follow-up support

All adults dealing with children should respond to inappropriate behaviour at the time it happens so that the children are aware of a continuous on-going reinforcement of the behaviours that are acceptable. In cases of prolonged or repeated incidents of unacceptable or unsafe behaviour it may be deemed appropriate to involve parents. This may be done in conjunction with the Headteacher, or more informally by the class teacher, but a record must be kept. Where the child is on the SEN register for EBD concerns the SENCo must be involved too.

Some agreed and appropriate responses to inappropriate behaviour:

- Tactically ignore
- State the required behaviour and expect compliance
- Restate the required behaviour
- Time out within their classroom – return negotiated with child
- Persistent inappropriate/unsafe behaviour – involvement of parents (and Headteacher)
- Behaviour modification program established/implemented with support from SENCo for children that consistently break the rules.
- Begin to understand that their actions have consequences.
- If appropriate discuss with the child what they can do to make amends

For unsafe behaviour:

- Take immediate and appropriate action to ensure that safety is restored.
- Take parties involved to a quiet supervised place for a cooling off period
- Negotiate and problem solve (Conflict Resolution)
- Agree a sanction or response if appropriate
- Inform Headteacher and parents
- Make a record of the incident

Evaluation:

This policy will be reviewed and be guided by feedback from staff and parents. Our success criteria will be a calm, purposeful and respectful environment in which everyone feels safe and happy.

Policy Reviewed Spring 2024
Next review Spring 2026