Westfield Family Nurture Centre

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WESTFIELD FAMILY NURTURE CENTRE

Behaviour Management

Policy

Revised June 2020

Education and Children’s Services - Policies and Guidance

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| Behaviour Management  |
| **Category: Early Years**  |
| Risk Management and Legal ImplicationsFailure to manage risk may impact on the delivery of Service objectives and the outcomes achieved by Service users. Education and Children’s Services aim to mitigate the implications by ongoing management and review of risk in all elements of work activity. The production of this document is one way in which we aim to reduce our exposure to risk. By providing staff with information on good practice, making reference to other guidance that is available across the Council and providing clarity on how we should do things, we can ensure that the management of risk is intrinsic to what we do. |
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| Margherita Doriano | 1.0 | 05/11/2019 | 05/11/2021 |

Behaviour Management / Anti-bullying

Building the Ambition recognises and endorses the need for our young learners to enjoy

Experiences which:

* Encourage an understanding of others’ emotions; e.g. talking about why a child is upset.
* Help young children become independent and manage conflict.
* Highlight a growing awareness of the need for some rules and why this is important.
* Allow opportunities to play and learn together, to share ideas and interests, to reconcile differences and to begin to develop a sense of fairness.

With adults who:

* Involve children in making sensible choices about their own learning.
* Encourage children to see anther’s point of view through cooperation in play.

In an environment which:

* Is thoughtfully arranged to give access which enables the young child to make choices and share in other people’s choices.
* Is easily accessible to the practitioner to observe the young child and support them to express their feelings.
* Creates opportunities to be with others and empathising with them, encouraging opportunities for new friendships.

***Building the Ambition***

It is central to the philosophy of our nursery that all staff should be positive at all times towards the children, towards each other and towards the nursery. Any issues or problems arising with children, other members or staff or parents should be discussed with the Senior staff/management/ a member of the senior leadership team.

The passing of negative comments about parents, other staff or children is not acceptable in any forum.

We recognise that children will pick up speech habits from their parents, and may use speech which is inappropriate (racist comments, swearing) without realising this to be the case. If this happens the keyworker should discuss the incident with the parent. If the difficulty continues a meeting should be arranged. The concerns of nursery staff will be discussed with the parent/carer and we will work together with the family to help the child. The outcomes will be reviewed at regular intervals.

Where the parent refuses to accept that the child has made these comments, or seeks to justify the comments on the grounds that they are valid, or just “child talk”, and that the child “doesn’t really mean it” the nursery must stress that such behaviour/language is not acceptable in the nursery environment and that the justifications or excuses are not acceptable.

The incident must be written down on an incident sheet.

Unacceptable physical behaviour will be dealt with in the same way.

The child will be supported in which ever ways are appropriate to control and moderate his/her behaviour.

The nursery team will plan appropriate strategies and share goals with parents/carers. Support plans will be kept within the child’s Personal Learning Plan and reviewed regularly.

**Anti-bullying**

“We need to create an environment in which adults and children value and respect each other and where there is a mutually agreed understanding of what is and what is not acceptable behaviour.”

Fife Council are committed to providing a safe and caring learning environment for all children and young people.  Bullying in any form is unacceptable and we have taken the following actions to ensure that all children feel safe and free from bullying or the threat of bullying.

* Working with RespectMe, Scotland’s national anti-bullying agency, we have reviewed our Anti-bullying guidance, building on work which has been ongoing in Fife and elsewhere for several years. As part of this guidance we have a number of staff who are trained anti-bullying trainers, who pass their knowledge and skills on to other teachers. Our schools are also required to log any instances of bullying and this information is reviewed regularly by Education Service Management.
* Every school in Fife is required to develop and maintain their own anti-bullying guidance. This is developed in conjunction with children and parents, and is reviewed regularly. Central to all guidance is a commitment to encouraging children to be confident about approaching an adult if they feel they are being bullied, knowing that their concerns will be taken seriously.
* On rare occasions when bullying does occur our key priorities are to make sure that the child who has been bullied feels safe and protected.  Our aim is to resolve the situation in a way that minimizes the chance of any recurrence. Schools apply restorative approaches in situations like this, by ensuring the child who has bullied realises the negative impact of their behaviour and understands that bullying is unacceptable and will not be tolerated.  We firmly believe that this approach helps children to change their behaviour and reduce the risk of them bullying in the future.
* Underpinning our commitment to anti-bullying is a range of measures and approaches to ensure that bullying is unlikely to occur in the first place. These are outlined in our Relationships and Behaviour Strategy, which is designed to support the development of positive behaviour and relationships in all schools. We know that when children feel safe and happy they enjoy school more and learn more effectively. The Relationships and Behaviour Strategy aims to achieve this, and to reduce the likelihood of any bullying occurring.

If you have any concerns about bullying in your school - please contact your nursery in the first instance.

## **Fife Education Service – Promoting Positive and Effective Social Relationships**

Within nursery, bullying is less apparent than in the later stages of education but that does not mean that it does not happen. Many of us are aware of the child who always seems to be the first in the queue, has the favourite bike, is always around when another child is upset, or whose name regularly comes up when children have a “tale to tell.”

In nursery there are usually lots of adults around to help and support children with difficult situations but this will not always be the case. It is therefore important that staff, rather than taking over these situations, by building resilience and supporting children to deal with other children’s difficult behaviours.

**How do we do this?**

Children need to feel confident and good about themselves.

Circle Time can help to develop the whole child, can improve their ability to express themselves whilst also raising their awareness of how others feel.

As a staff, we need to adopt a consistent approach, whereby children are receiving the same ‘messages’ about what is and is not acceptable with regards as to how we treat others. All staff are responsible for supporting all children in the nursery to understand these ‘messages’. Staff need to make sure that children are not only aware of rules and boundaries but are involved in discussing and formulating them. Through discussion, in small groups and individually, and through role-play, children can be helped to develop strategies and negotiating skills. The confident and resourceful child is less likely to become bullied.