

SUNRISE EARLY YEARS BEHAVIOUR MANAGEMENT.

PRINCIPLES OF SUNRISE'S BEHAVIOUR POLICY

At Sunrise Primary School and Nursery we believe that children and adults flourish best in an environment in which everyone knows what is expected of them and children are free to develop their play and learning without fear.

These principles can be summarized as follows:

- Sunrise promotes mutual respect and encouragement between all adults and children in the school community.
- Sunrise wants to inspire children with a spiritual vision of their lives helping them to know that they are not just their bodies and mind but an eternal and precious part of creation.
- Sunrise promotes individual welfare motivated by the spirit of promoting collective welfare.
- Sunrise promotes teachers to become themselves the personification of the qualities and behaviour expected from their students.
- To develop physical, mental and academic capabilities through yoga, meditation, sports, play and through the Early Years Foundation Stage (EYFS).
- To facilitate personal growth in areas such as morality, integrity, self-confidence, self-discipline, co-operation, teamwork leadership ability.
- To awaken a thirst for knowledge and love of lifelong learning.
- To equip students with academic and practical skills necessary for life and for higher education.
- To develop a sense of aesthetics and appreciation of culture and to infuse the curriculum with literature, art, drama, music and dance.
- To encourage a universal outlook, free from discrimination based on religion, race, creed or sex, and to foster a respect for all cultures.
- To develop independent problem solving skills and a benevolent rational intellect
- To promote an awareness of ecology in its broadest sense - the realization of the inter-relatedness of all things - and to encourage respect, care and universal love for all.
- To apply what is learned to practical life and to encourage students to become active and responsible members of society.

Our behaviour policy is read by all new staff. Parents are informed of it through the prospectus and the time of enrolment.

PROMOTION OF GOOD AND POSITIVE BEHAVIOUR

Sunrise school encourages personal growth in areas such as morality, integrity, self-confidence, self-discipline, co-operation, teamwork, leadership ability.

Good behaviour as defined by the Nursery Class Rules (see Appendix), is encouraged and acknowledged throughout the nursery by verbal acknowledgment and praise for developing intrinsic motivation and sometimes, for extrinsic motivation we reward them with:

- ◆ Certificates, Prizes, Mystery bags
- ◆ Treats
- ◆ Books
- ◆ Collective stars in night sky
- ◆ Trips

Promotion of Good Standards of Behaviour

- 1 Undertaking annual review of the behaviour policy and provide training for staff in effective behaviour management at least every six months
- 2 Developing our focus on promoting positive behaviour by evaluating and developing our use of incentives and rewards
- 3 Using Circle time, meditation and yoga time daily as a forum to work together with positive songs, sharing of ideas, and a time to encourage personal and collective positive reflection.
4. Adults are trained / experienced in child development in order to have realistic expectations of young children's behaviour and Personal, Social and Emotional Development.
5. Adults plan and provide interesting and engaging activities based on accurate observations of children's interests and development stages, to minimise potential times of boredom or conflict
6. Adults ensure there are sufficient recourse and toys / activities for all children to take part without over long waiting times leading to conflict – they use language / explanations to support children waiting their turn as well as visual and auditory aids (e.g. sand timers / cooker timers)
7. Adults are models for children, remembering to say please/ thanks you & sorry
8. Activities that support key social skills such as turn taking or sharing, are planned and provided in age / stage appropriate ways, e.g. VERY small groups with VERY short waiting times.

BEHAVIOUR MANAGEMENT POLICY

We all know how difficult it can be, knowing how to deal with a child's challenging actions and behaviour effectively. As carers, we strive to support our children and their families in a positive way.

1. We won't label the children as 'naughty'; it is their behaviour we are not pleased with, not them.
2. We will deal with all inappropriate behaviour with consistency, so the children know they have boundaries.
3. We will not shout at the children or use threats as a way to deal with challenging behaviour.
4. We will praise and encourage good behaviour and kindness.
5. We will discourage negative behaviour and try to intervene before an incident occurs, if possible to distract their attention to another activity.
6. When dealing with tantrums or inappropriate behaviour we aim to be consistent in supporting our collective approach. E.g. High Scope Conflict Resolution, thinking time.
7. We will talk to the children on their level; we will not shout or speak harshly to them but try to explain why their action or behaviour is unacceptable.
8. We will encourage the children to have respect for one another as well as the toys and equipment.
9. We will discourage the children from throwing or being destructive with the toys and from pushing, hitting or being unkind to one another in a physical or an emotional way.
10. Should the child continue to behave disruptively, we will remove them from the situation for a 'thinking time' period to calm down, then we will acknowledge their feelings and talk about why their actions were unacceptable.

Possible Behaviour Concerns

- Physically aggressive behaviour towards staff, parents/carers or other children
- Failure to co-operate/unwilling to share
- Non-compliance with nursery rules (see appendix)
- Deliberate spoiling of materials/equipment
- Verbal abuse (e.g. swearing), temper tantrums that are not age appropriate
- Difficult behaviour at meal times
- Sexual awareness inappropriate to the age

Every Child is Unique.

We aim to be realistic in our expectations of children in our care taking into account the child's age and stage of development and also aim to be aware at all times of any

underlying reasons or causes that might explain the behaviour concern.

DISCIPLINE GUIDELINES

No child will be smacked, roughly treated or verbally or emotionally belittled. All behaviour will be dealt with by:

- Speaking directly to the child and explaining why their behaviour is unacceptable.
- Distracting child's attention
- Removing the child from the source of disruption and involving them in an alternative activity.
- Giving the child/children concerned the opportunity to talk about their behaviour, why they thought it happened and give their ideas and opinions on how to solve their problems/manage their behaviour.
- Giving them the time and space to calm down and reflect on their behaviour.
- Offering the opportunity of a physical outlet of their aggression by means of physical play.
- Asking them to choose what they would like to do as an alternative.
- Pointing out examples of positive behaviour, sharing and kindness by other children on a 'walk about' with the teacher
- Encourage them to play a part by apologising to the person they have hurt/offended as appropriate for their stage of development
- Following that, encourage the child that has been hurt to speak to the offender and say what they would like to see happen.

In the case of an emergency risk assessment to prevent personal injury or serious damage to property, a physical action may be required.

By liaising closely with the staff team, manager and parents/carers, we would hope to be able to overcome any problem. However, if we feel it necessary, we will seek advice, with parental permission, from outside agencies, such as speech therapists, educational psychologists, etc. and implement any plan of action they recommend.

In extreme cases of serious disruptive behaviour and where all efforts made have failed to overcome the problem, parents/carers could be asked to remove their child from the nursery.

POLICY ON VERBAL BEHAVIOUR MANAGEMENT

It is central to our philosophy that all staff members should act as positive role models at all times towards the children, their colleagues, parents and the nursery. Any issues or problems arising with the children, other members of staff or parents should be discussed in private with the manager of the nursery. The passing of negative comments about parents, other staff or children is not acceptable in any other forum.

We recognise that children will occasionally pick up an unacceptable word or phrase

from a variety of sources e.g. older family member, TV, public spaces etc. We work alongside parents and carers to support the child in using more acceptable phrases and discouraging those inappropriate words used such as swear words, racial comments, aggressive words e.g. 'shut up'. We recognise that often children are just repeating what they have heard and do not understand its meaning. If this happens, parents will be informed and the circumstances explained. They will be asked to work alongside staff, with the nursery policy to encourage alternative words e.g. 'be quiet please'.

The incident may be written down and recorded in the incident book for monitoring purposes. If the issue is not resolved, we will follow the discipline guidelines procedure as stated above.

PARENTS BEHAVIOUR POLICY

Parents are subject to appropriate behaviour towards their child or other children in our care. Please also refer to our Child Protection Policy.

We do not find any of the following acceptable examples of a parent's actions and could ask the parents to leave the premises immediately or on a permanent basis if they were to:

1. Smack their child in the nursery or threaten them physically
2. Threaten to smack or hit another child on our premises
3. Encourage their child to smack, push or physically attack another child.
4. Use foul language or threatening behaviour towards staff, children or any other parents on the premises
5. The usage of a mobile phone is strictly prohibited while in the school premises.

We have included advice for parents to manage difficult behaviour in our 'Dear parents' folder, displayed outside the Nursery Garden Room.

POSITIVE POINTS FOR BEHAVIOUR MANAGEMENT FOR STAFF

Be fair: Don't make any child feel picked on or suffer for your bad mood.

Be clear: Think ahead, state the rule clearly and in advance and keep them simple.

Be firm: But friendly, make sure children keep to the rules – look them in the eye, repeat the request once, and then stay quiet, don't raise your voice.

Be trusting: Use positive affirmations

Be positive: Praise and rewards work better than punishments. Describe what it is you see and like, and praise the process and effort rather than the product.

Be creative: A confrontation avoided is better than a battle won. Use humour, distraction and compromise wherever appropriate.

Be sensitive: Consider individuals' feelings and moods. Don't ask for more than each child can deliver at the moment.

Be honest: Let children know what they have done, and how it makes you feel.

Give time: Don't let bad behaviour be the only way to gain attention. Attention seeking behaviour is attention needing, so respond to this need at another, but at the earliest opportunity.

APPENDIX

NURSERY CLASS RULES

- ✧ Being Kind
- ✧ Sharing
- ✧ Listening
- ✧ Talking turns
- ✧ Respecting others
- ✧ Respecting toys

This policy was adopted on 28th March 2014

Date to be reviewed on 28th March 2015

Signed on behalf of the Management Committee by the Chairperson