

**Managing aggression and challenging behaviour inc Bullying**

At Jollytots we believe that everyone has the right to feel valued, respected and safe. For this to happen we have a responsibility to behave in ways that enable all of us to feel free to explore and learn without fear of being hindered or hurt. Children gain respect through interaction with caring adults who show them respect and value their individual personalities. Positive, caring and polite behaviour will be encouraged and praised at all times.

We aim to listen and acknowledge the views of everyone in Jollytots, embracing who we are and where we come from. We make sure that we are consistent in our approach to behaviour management and apply simple rules fairly that are aimed at the individual child’s stage of development. Children need to have set boundaries of behaviour for their own safety and the safety of their peers. Within the nursery we aim to set boundaries in a way which helps the child to develop a sense of the significance of their own behaviour, both in their own environment and those around them. Restrictions on the child’s natural desire to explore and develop their own ideas and concepts are kept to a minimum.

We aim to:

* Recognise the individuality of all of our children
* Encourage self-discipline, consideration for others, our surroundings and property
* Encourage children to participate in a wide range of group activities to enable them to develop their own social skills
* Work in partnership with parents
* Praise the children and focus on their positive actions and attitudes
* Ensure all staff working with children accepts their responsibility for implementing the goals in this policy
* Promote non-violence and encourage children to deal with conflict peacefully

Jollytots rules are concerned with safety and care and respect for each other. Children who behave inappropriately by physically abusing another child or adult will be spoken to about their actions in an age and stage appropriate manner and encouraged to identify the consequences of their actions.

When children demonstrate unacceptable behaviour:

* Physical punishment such as smacking or shaking will neither be used nor threatened, however it may be necessary to use restraining action in an emergency to prevent personal injury
* Children will not be singled out or humiliated in any way. Staff within the nursery will redirect the children towards alternative activities. Discussions with children will take place respecting their age and stage of development.
* Staff will not shout at the children, unless they are doing so to prevent personal injury in an emergency
* In any case of negative behaviour, it will always be made clear to the child that it is the behaviour, not the child that is unwelcome
* Responses to negative behaviour will be based on the child’s age, stage of development and the circumstances surrounding the behaviour. It will involve the children being supported in considering their actions, what they did wrong and what the ‘right choice’ would have been
* Where children demonstrate consistent negative behaviour or behaviour that is unusual for the individual child parents will be informed upon collection of their child. In all cases of negative behaviour it will be dealt with by the nursery or afterschool at the time of the incident. Staff will avoid discussing the behaviour with other staff or parents in front of the child.
* In a case of persistent negative behaviour that has not been resolved using the daily implementation of strategies, parents may be invited to attend a meeting to discuss their child’s behaviour. The meeting is to identify any potential reasons for the behaviour or difficulties and is to enable the setting and parents to work together to ensure consistency between home and nursery
* Children need to find methods of coping with their feelings so that they are able to respond appropriately to difficult situations they may encounter. We will work with all children to teach them coping mechanisms and about what to do in difficult situations
* Confidential records will be kept on any persistent negative behaviour
* If a child requires help to develop positive behaviour, every reasonable effort will be made to provide for their needs
* Through partnership with parents and formal observations, staff will make every effort to identify any behavioural concerns and the causes of that behaviour. Staff will communicate their concerns with parents/carers and if need be implement a behavioural plan
* Children will be distracted from negative situations and supported in a different activity
* Children will not be moved to a different room because of their behaviour unless this has been agreed as part of a plan with parents or an individual behaviour plan as being in the best interest of the child, however children will be supported in moving away from a situation that is causing them emotional distress
* Children will be encouraged to understand the consequences of their negative behaviour and the feelings of others.
* The nursery or afterschool will as far as possible, offer support to any parents that may be struggling with managing any aspect of their child’s behaviour.

**Anti Bullying**

Children need their own time and space. It is not always appropriate to expect a child to share and it is important to acknowledge children’s feelings and to help them understand how other might be feeling.

Children must be encouraged to recognise that bullying, fighting, hurting and discriminatory comments are not acceptable behaviour. We want children to recognise that certain actions are right and that others are wrong.

Bullying takes many forms. It can be physical, verbal or emotional but it is always a repeated behaviour that makes others feel uncomfortable. Bullying is not tolerated in Jollytots in either children or adults.

Any form of bullying is unacceptable and will be dealt with immediately. At Jollytots staff follow the procedure below to enable them to deal with the challenging behaviour:

* Staff are encouraged to ensure that all children feel safe, happy and secure
* Staff are encouraged to recognise that active physical aggression in the early years is part of the child’s development and that it should be channelled in a positive way
* Children need to be helped to understand that using aggression to get things is inappropriate and they will be encouraged to resolve problems in other ways
* Our staff are encouraged to adopt a policy of intervention when they think a child is being bullied, however mild or ‘harmless’ it may seem
* Staff are ready to initiate games and activities with children, when they feel play has become aggressive, both indoors or out
* Any instance of bullying will be discussed fully with the parents of all involved, to look for a consistent resolution to the behaviour
* If any parent has a concern about their child, the supervisor will make themselves available to discuss those concerns

**Dealing with bullying behaviour**

We will make every effort to create a tolerant and caring environment within the setting, where bullying behaviour is not acceptable. Where appropriate 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.

* All incidents of bullying will be addressed thoroughly and sensitively
* Children will be encouraged to immediately report any incident of bullying that they witness. They will be reassured that what they say will be taken seriously and handled carefully
* Staff have a duty to inform the Manager if they witness an incident of bullying involving children or adults in the nursery or afterschool
* If a child or a member of staff tells someone that they are being bullied, they will be given the time to explain what has happened and reassured
* The individual who has been the victim of bullying will be helped and supported by the staff team. The will be kept under close supervision and staff will check on their welfare regularly
* In most cases bullying behaviour can be addressed according to the strategies in Jollytots. The bully will be encouraged to discuss their behaviour, where appropriate, and think through the consequences of their actions
* A member of staff will inform the parent/carer of all the children involved in a bullying incident at the earliest opportunity. At all times staff will handle such incidents with care and sensitivity
* If the incidents continue to persist, the parents/carers will be asked to meet with the Manager. If together they cannot put in place a strategy to encourage the bullying to stop and it continues to become severe the child may be asked to leave
* All incidents of bullying will be reported to the Manager and will be recorded on an incident form which is signed by staff and parents. In the light of reported incidents, the manager and other relevant staff will review the procedures in respect of bullying.
* Parents have a responsibility to support our anti bullying policy and actively encourage their child to be a positive member of Jollytots.
* Parents are expected to help develop their child’s social skills at all times in support of the nursery ethos

This policy was adopted on\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signed\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Director

Signed\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Manager

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