UHI | PERTH

Managing Behaviour Policy

UHI Perth Nursery

Version Control History

Version Number	Date of Change	Summary of Revisions Made
0		
1.0	February 2022	New policy
1.1	February 2024	Updated to UHI Perth branding

Managing Behaviour Policy

1   Purpose

1.1   UHI Perth Nursery encourages staff and parent/carer collaboration for the benefit of children and wishes to take positive and constructive action in any situation in which a child's behaviour gives cause for concern. This policy details the Nursery's approach to this and how staff proactively liaise with parents/carers to identify potential causes for and strategies to support a child's behaviour.

2   Scope

2.1   The policy relates to all children in the care of UHI Perth Nursery and the work of all UHI Perth Nursery staff.

3   Definitions

3.1   None.

4   Key Principles

4.1   The Nursery proactively creates a positive ethos and environment in which all children can learn and develop, through the promotion of positive behaviour.

4.2   Each child in the care of the Nursery is treated as an individual.

4.3   Children are provided a stimulating environment offering a wide range of interesting activities to both occupy their interest and develop their skills and abilities.

4.4   Children are given regular praise and encouragement for positive behaviour.

4.5   Staff work constructively and supportively with children to help them understand why some behaviour is unacceptable or inappropriate.

4.6   Where relevant, staff work collaboratively with parents to encourage the use of positive behaviour management strategies at home as well as in the Nursery.

4.7   Smacking is not condoned within the Nursery and as such is never used as a strategy in managing the behaviour of children.

Title: Managing Behaviour Policy
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Owner: Depute Principal
Lead Author: Head of Student Experience
Lead Editor: Nursery Manager
EQIA Approval Date: 03 January 2022

2   **UHI Perth**

4.8 Confidentiality is always respected and as such any difficulties or challenges a child experiences in terms of their behaviour is treated sensitively.

4.9 Staff recognise the following as behaviours as challenging and potentially requiring intervention or support:

- In appropriate behaviour in relation to the child's age and level of development.
- Behaviour that is potentially dangerous either to the child themselves or to others, or both.
- Behaviour which interferes with the learning of a new skill or results in the child being excluded from important learning opportunities.
- Behaviour that is obviously socially unacceptable.

4.10 Staff look for a range of factors that sometimes result in challenging behaviour being demonstrated. These factors could include difficulty in communicating, low self-esteem or wanting friends but not understanding how to be a friend.

4.11 Where an inappropriate or challenging behaviour is being demonstrated, staff take steps to identify triggers to the behaviour and its frequency.

4.12 Staff adopt a range of initial strategies to support the child which may include:

- Avoiding needless or meaningless conflict with the child.
- Trying to understand the child's difficulty at the time.
- Explaining to the child that their behaviour on this occasion is not acceptable, and the reasons for this.
- Removing the child from an activity and remaining with them to comfort, reassure or support them as appropriate if needed for safety reasons.
- Helping the child to positively integrate within a group.

4.13 Staff adopt a range of follow up strategies to support the child which may include:

- Discussing the behaviour with the wider staff team and the Nursery Manager or Depute Nursery Coordinator to gain support and/or advice.
- Informally discussing the behaviour with parent/carer.
- Discussing potential joint strategies for use within both the Nursery and the home environment.
- The Nursery Manager or Depute contacting outside agencies as appropriate. These agencies could include, for example, Educational Psychology or Speech and Language Therapy.

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3   **UHI Perth**

5   Responsibilities

5.1   The Nursery Manager has overall responsibility for ensuring that this policy is implemented.

5.2   All staff are responsible for ensuring that they follow the Key Principles of the policy within their professional practice.

5.3   The Nursery Manager is responsible for monitoring the effectiveness of the policy and will access appropriate feedback from staff on an on-going basis to support this.

5.4   The Nursery Manager is responsible for the reviewing and updating of the policy.

5.5   Quality approval check of the policy is the responsibility of the Head of Human Resources and Organisational Development who will arrange for the policy to be published on the UHI Perth website.

6   Linked Policies/Related Document

UHI Perth Nursery Supporting Children with Additional Support Needs Policy
UHI Perth Nursery Learning and Teaching Policy

7   Relevant Legislation

Protection of Children (Scotland) Act (2003)
The Children (Scotland) Act (1995)
Additional Support for Learning (Scotland) Act (2004)

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4   **UHI Perth**