



Behaviour Policy

Date: August 2011

Review date: September 2012

Name of responsible person: Christine Carrington

Policy

The Honey Pot Nursery has simple rules and guidelines to support good behaviour in the setting. These are dependent on staff acting as good role models at all times and being consistent and fair in their approach to children.

Expectations of behaviour are appropriate to the age and stage of development of the child.

It is acknowledged that children have different levels of understanding due to their age, level of language development and ability. We aim to treat all children as individuals and work with them at their level. Opportunities are taken throughout the day to promote children's sense of self-worth through giving attention and praise.

Instructions given to children are simple and clear and explanations are always given of why something should or should not be done. Negative language is avoided as far as possible and, when behaviour is unacceptable, it is made clear to the child that it is the behaviour and not the child that is disapproved of.

Whenever possible, instances of unacceptable behaviour are used as learning opportunities to engage the child, or a group of children, in discussing what has happened, and what should happen to resolve the situation. This gives children the chance to become involved in setting the rules and behaviour boundaries in the setting.

If any child appears to have a persistent behaviour problem, it will be investigated fully to determine the probable cause and to enable us to initiate strategies to address the problem. Parents will be fully involved in this process.

The nursery reserves the right to ask parents to withdraw their child from the nursery if it is felt that they are becoming persistently disruptive to other children and endangering them, themselves or the staff or causing damage to property. However, every effort will be made to help and support the child and family to deal with and manage such behaviour. Where it is appropriate suitable outside agencies will be contacted and consulted about the child – this will only happen if parental permission has been obtained first. In this instance regular, recorded communication is required between the parents and staff.

In the event of restraint being necessary to prevent harm / injury to themselves or others, or damage to property an accurate written record will be kept and subsequently signed by the parent / carer.

Corporal punishment will **not** be administered at any time. A member of staff will remove children from the situation that is causing the problem and talk to them, calmly about their behaviour.

The manager will monitor the implementation of the setting's behaviour management policy regularly and any inconsistencies dealt with immediately.

Procedures

All staff, volunteers and students at the nursery are required to be good role models for the children in their care:

- Staff, children, parents and visitors will be treated with care, courtesy and respect.
- Positive strategies for dealing with conflict by helping children to find appropriate solutions that are appropriate for the children's age, stage of development and understanding.
- We respond to children calmly and in a non threatening manner
- We respect children's feelings and beliefs, likes and dislikes.
- We encourage children to be kind and caring. We praise good behaviour and aim to avoid situations where inappropriate behaviour receives attention that may be perceived as rewarding by the child.
- We endeavour to ensure that it is made clear to the child that it is the inappropriate behaviour not the child that is unwelcome.
- We tackle inappropriate behaviour using proactive techniques such as distraction, discussion and additional support.
- We aim to avoid dispute and discontent by being clear and well planned
- We set clear boundaries and have a simple 'code' of behaviour for the children to follow.
- We work in partnership with parents / carers to keep them informed of any concerns.
- We work closely with other ages to ensure that the best interest of the child is at the heart of our work.
- In cases of serious misbehaviour - physical abuse, racial abuse, extreme bad language the child will be spoken to quietly and parents will be informed.
- Physical restraint for example 'firm holding' will be use in extreme circumstances only. It will be implemented –
 - Quickly and responsibly
 - Whenever possible other children will be removed from the scene
 - A clear record will be kept and signed by staff involved and the parent / carer.

Recording procedures:

Staff concerns will be shared with Room Supervisors / the Manager and the SENCO.

Clear records will be kept and 'ABC' charts completed when concerns are raised.

Discussions will be sensitively undertaken with parents / carers and where appropriate support will be sought from other professionals this may involve contacting the L.A. Area SENCO or Health Visitor