

Behaviour – Policy and Practice

We believe that children and adults flourish best in an ordered environment in which everyone knows what is expected of them and children are free to develop their play and learning without fear of being hurt or hindered by anyone else. We aim to work towards a situation in which children can develop self-discipline and self-esteem in an atmosphere of mutual respect and encouragement. We promote positive behaviour at all times, rewarding children with smiley faces and certificates.

In order to achieve this:

- All adults will try to provide a positive model for all the children with regard to friendliness, care and courtesy and to offer strategies for handling any conflict.
- Rules governing the conduct of the group and the behaviour of the children will be discussed and agreed within Nursery and explained to all newcomers, both children and adults.
- All adults in the Nursery will ensure that the rules are applied consistently, so that children have the security of knowing what to expect and can build up useful habits of behaviour.
- Adults in the Nursery will help the children to challenge bullying behaviour appropriately if it were ever to occur. We will explain to the child doing the bullying why his / her behaviour is inappropriate whilst giving comfort and reassurance to the child being bullied.
- Adults in the Nursery will praise and endorse desirable behaviour such as kindness and willingness to share.
- We will take positive steps to avoid a situation in which children receive adult attention only in return for desirable behaviour.
- Physical punishment, such as smacking or shaking, will neither be used or threaten any form of punishment which could have an adverse impact on the child's well being.
- They will be given one-to-one support in seeing what was wrong and how to cope more appropriately. Where appropriate, this might be accomplished by a period of "time out" with an adult
- Children who bite will be spoken to and this matter brought to the attention of the parents.
- Techniques intended to single out and humiliate individual children such as "naughty chair" will not be used and the word "naughty" is not to be used by Adults in Nursery.
- Physical restraint, such as holding, will be used only to prevent physical injury to children or adults/or serious damage to property. Any significant event of this sort will be recorded in an incident book, the parent informed the same day and requested to acknowledge through signing against entry.
- In any case of serious misbehaviour, it will always be made clear to the child or children in question that it is the behaviour and not the child that is unwelcome.
- Adults will not shout, or raise their voices in a threatening way.
- Adults in the Nursery will make themselves aware of, and respect, a range of cultural expectations and special needs regarding interactions between people.
- Karen Lucas Manager, Julie Cullen Deputy Manager and the nominated key person are mainly responsible for managing children's behaviour. We ensure that all staff are fully conversant with legislation by,
 - Keeping ourselves up to date with legalisation and thinking on handling children's behaviour
 - Ensure all staff are updated with information and training on handling children's
- Parents will always be informed on the day of bad behaviour and the actions taken. If it continues this will be monitored and recorded daily. This is recorded in the daily contact book.
- Recurring problems will be tackled by the whole Nursery, using objective observation records to establish an understanding of the cause.
- We also refer any continuous inappropriate or unacceptable behaviour to Lorraine Gold, Inclusion Key Worker or her team in Bexley

