

Once Upon A Time Nursery
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Behaviour Policy

Any problems will be handled in a developmentally appropriate fashion, respecting individual children's level of understanding and maturity. If a child smacks or hurts another child or adult, a member of staff will explain to the child what they have done wrong and possibly remove them from the situation. If a child is displaying any other forms of inappropriate behaviour with the risk of hurting themselves, others around them or the Nursery environment he or she will be told 3 times that this action is inappropriate and then removed from the situation as stated previously.

We always encourage children to say they are sorry. Children will never be sent out of the room or left unattended in any situation.

Recurring problems will be tackled by the whole Nursery, in partnership with children and parents using objective observations to establish an understanding of the cause. Techniques intended to single out and humiliate individual children such as a 'naughty chair' will not be used.

Adults will be aware that some kinds of behaviour may arise from a special need; to support this practitioners may implement an individual education plan (IEP) and give one to one support and work together to resolve behaviour issues.

Parents and carers will be told at the end of the session if their child has hurt another child or it has been necessary to have a calm down time.

Children will be constantly reassured that they are always

valued as individuals even if their behaviour maybe unacceptable. We work together to solve any problems.

Physical punishment such as smacking or shaking will never be used nor threatened. Restraint may be used if a member of staff felt that the child was a danger to themselves or others. The parents would be informed of this action at the end of the session.

This policy aims to help children grow in a safe and secure environment, and to become positive, responsible and increasingly independent members of the Nursery community. The nursery rewards good behaviour, as it believes that this will develop an ethos of kindness and cooperation.

This policy is designed to promote good behaviour, rather than merely deter anti-social behaviour.

The role of parents

The Nursery collaborates actively with parents, so that children receive consistent messages about how to behave at home and at school. It is important that the children receive consistency of care so staff liase with parents to insure that any behavioural needs are dealt with in the same manner. A behaviour plan will be set up and discussed with the parents by the key worker and Behaviour Officer (Rebecca Bello).

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 others 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 other people feel uncomfortable or threatened.

Any form of bullying is unacceptable and will be dealt with immediately. At our nursery, staff follow the procedure below to enable them to deal with 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, a member of staff will be available to discuss those concerns. It is only through co-operation that we can ensure our children feel confident and secure in their environment, both at home and in the nursery
- All concerns will be treated in the strictest confidence.
- By positively promoting good behaviour, valuing co-operation and a caring attitude we hope to ensure that children will develop as responsible members of society.

Monitoring and review

The Behaviour Officer will monitor the effectiveness of this policy on a regular basis and report to the team on the effectiveness of the policy and, if necessary, make recommendations for further improvements.

