



## BEHAVIOUR POLICY

Gemma Dunham the Nursery Manager is responsible for behaviour Management. In her absence Zoe will be responsible. If you have any questions or concerns around the below policy please see them

### GENERAL STATEMENT

Acceptable standards of behaviour, work and respect depend upon the example of us all. Everyone within the Nursery community has positive contributions to make. Good behaviour has to be worked at: it does not simply happen. All concerned must have high expectations, set good standards and apply rules firmly, fairly and consistently.

Good behaviour is essential to the smooth running of the nursery and to the development of good work habits; it helps to set high expectations and high standards of work.

### AIMS

Through this policy on discipline, behaviour and bullying we aim to:

- ensure that a common approach to the maintenance of good discipline and behaviour is understood and practiced by the whole Nursery community;
- provide a pleasant, safe, welcoming environment in which all members of the Nursery community may work and play;

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- provide a framework within which children's moral, spiritual and social development may be enhanced by experience and example;
- provide agreed codes of behaviour that are straight forward and easy to follow;
- outline clearly and concisely standards of behaviour which all the Nursery community, including the children, agree to be acceptable;
- provide guidance on certain daily routines which affect the Nursery.
- Provide an environment that is free from bullying of any form

## ORGANISATION AND MANAGEMENT: AGREED CODES OF BEHAVIOUR

### NURSERY CODE OF PRACTICE

- Children should at all times be considerate towards other children.
- Everyone is of equal importance and all should be encouraged to take a pride in their work.
- Children should be encouraged to listen to others and to take it in turns speaking.
- Children should learn to share and to take turns in all activities.

### IN THE PLAYGROUND

In the playground we expect that the children do the following:

- Always think of others.
- Apart from balls no other items may be thrown unless a member of staff has given permission.
- No fighting or play fighting is allowed.

In order to create a positive atmosphere we need to establish a healthy balance between rewards and punishments. We adopt a

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strategy of verbal praise and encouragement, and in extreme cases, verbal discipline, in which case the parents will be informed.

Because of our dedication to the children in our care and our pledge to understand each child and his/her behaviour and development patterns, we believe that carefully chosen words, dependent upon circumstances, will lead to a mutual understanding between child and carer. Provided this is continued at home, the child will undoubtedly develop in a way which is socially acceptable not only in the Nursery, but also at home and in the outside world.

To achieve good standards, staff should deal with disciplinary problems as and when they occur. Inappropriate behaviour or bullying must not be ignored.

Plenty of verbal praise should be given by staff to children when they, either spontaneously or on request, perform an act or words which are considered helpful, considerate, courteous, independent; have produced good work or have done something without being asked that has been encouraged in the past. In the unusual case of a child displaying anti-social, intimidating or disruptive behaviour an extra effort is made by staff to praise good behaviour however trivial.

Bullying of any form will not be accepted. Children should be able to come to the Nursery without fear of being hurt or bullied. Any form of bullying will be dealt with appropriately and immediately and it will be explained to the child that their behaviour is very unkind and hurtful towards other children. The staff will observe behaviour and if it becomes frequent, they will attempt to find out the cause.

Any child who has behaved inappropriately and continues to do so after being told not to will be removed from the situation. The child will sit there for a maximum of two minutes before being re-

introduced into play. After a few minutes of playing the child must be given praise for whatever activity he/she is doing.

Any behaviour that continues to be inappropriate i.e biting, scratching, kicking etc must be discussed with the Nursery Manager, Deputy, or SENCO in her absence, for advice and then the Keyworker is to talk to the parents.

A plan of action will be drawn up between staff and parents, of which will be carried out at home and Nursery to provide continuity. If the behaviour continues the parents will be invited in for a chat.

#### How staff should deal with behaviour.

- physical punishment such as smacking or shaking will be neither used nor threatened
- 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 level of understanding and maturity
- staff will not raise their voices in a threatening way
- in any case of 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
- how a particular type of behaviour is handled will depend on the child's age, level of development and the circumstances surrounding the behaviour. It may involve the child being asked to talk and think about what he or she has done. It may also include the child apologising for their actions.
- parents will be informed if their child is unkind to others or if their child has been upset. In all cases inappropriate behaviour will be dealt with in nursery at the time. Parents may be asked to meet with staff to discuss their child's behaviour, so that if there are any difficulties we can work together to ensure

consistency between their home and the nursery. In some cases we may request additional advice and support from other professionals, such as an educational psychologist or child guidance counsellors

- children need to develop non-aggressive strategies to enable them to stand up for themselves so that adults and children listen to them. They need to be given opportunities to release their feelings more creatively
- confidential records will be kept on any negative behaviour that has taken place. Parents/carers will be informed and asked to read and sign any entries concerning their child
- if a child requires help to develop positive behaviour, every effort will be made to provide for their needs
- through partnership with parents/carers and formal observations, staff will make every effort to identify any behavioural concerns and the causes of that behaviour. From these observations and discussions an individual behaviour modification plan will be implemented
- children will be distracted from the negative situation and supported in a different activity or environment, if necessary for their own well-being and that of others in the group.

### Positive language that should be used

Children are never physically punished; nor are they humiliated, ridiculed or held up to peer derision by physically isolating them (on a "naughty chair" or similar). Children are not categorized negatively by "labeling" them (i.e. "you silly boy", "you naughty girl" etc).

Inappropriate language cannot be used in front of a child/ren such words that cannot be said to a child or used in front of a child are:

Silly child

Naughty child  
Stupid child  
Brat  
Swear words  
Doing my head in

Rather, positive behavior is praised, encouraged and highlighted.  
Such words and sentences are;

Well done, good boy, Please can you put your shoes on, this is how we do things, Say sorry to your friends.

Please treat the children how you would want to be treated, If you feel or unsure how to deal with a child's behavior or the situation becomes too much ask a senior member of staff for help.

#### IF PHYSICAL INTERVENTION IS TAKEN

Where physical intervention is taken for the purpose of averting immediate danger of personal injury to any person (including the child) or to manage a child's behavior if absolutely necessary, St Paul's Walden Nursery must keep a record of any occasion where physical intervention is used, and parents and/or carers must be informed on the same day, or as soon as reasonably practicable. St Paul's Walden Nursery must not threaten corporal punishment, and must not use or threaten any punishment which could adversely affect a child's well-being.

#### Steps training:

All staff have received Hertfordshire **Step On** training in agreed behaviour management and strategies.