

BEHAVIOUR POLICY

GENERAL STATEMENT

Acceptable standards of behaviour, work and respect depend upon the example of us all. Everyone within the Nursery and Club 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 both the Nursery and The Den 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/Club community;
- provide a pleasant, safe, welcoming environment in which all members of the Nursery/Club community may work and play;
- 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/Club community, including the children, agree to be acceptable;
- provide guidance on certain daily routines which affect the Nursery or the Club.
- Provide an environment that is free from bullying of any form

ORGANISATION AND MANAGEMENT: AGREED CODES OF BEHAVIOUR

NURSERY AND CLUB 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 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, dependant 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 and Club, 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 or The Den 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 after being told not to will be removed from the situation. The child will sit there for a maximum of two minutes before 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, the matter must be discussed with the Nursery Manager, Director, 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/Club to provide continuity. If the behaviour continues the parents will be invited in for a chat.