



Behaviour Policy

Children and staff 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 where children can develop self-discipline and self-esteem in an atmosphere of mutual respect and encouragement.

Rules governing the conduct of the nursery and the behaviour of the children will be discussed and agreed on at the nursery and explained to all newcomers, i.e. children, staff and parents.

The manager will be responsible for Behaviour Management issues within the nursery; however, all staff will be made aware of their role in promoting acceptable behaviour and will:

- Understand age/stage appropriate behaviour
- Provide a social environment where activities are stimulating and appropriate for the developmental stage of the children
- Act as a good role model by showing consideration, respect, friendliness, care and courtesy to all
- Involve parents/carers at all stages and encourage parents/carers to promote and reinforce positive behaviour
- Be positive, constructive and fair, by rewarding and praising acceptable behaviour such as kindness and willingness to share, with an explanation given
- Encourage children to develop self-discipline
- Be able to differentiate between deliberate and accidental occurrences
- Be aware there may be underlying problems when unacceptable behaviour occurs and always respond appropriately, respecting confidentiality
- Use appropriate language and establish eye contact when talking to the children
- Take positive steps to avoid a situation in which children receive adult attention only in return for undesirable behavior
- Never use any form of physical intervention e.g. holding, smacking or shaking (holding may be necessary to prevent personal injury to the child, other children, adult or damage to property in extreme circumstances)
- Record serious incidents and inform the parents/carers on the day



- Intervene as soon as possible after an incident has occurred
- Never send children out of the room by themselves
- Never single children out or humiliate them e.g. on a naughty chair
- Ensure children who misbehave will be given one-to-one support in seeing what was wrong and working towards a better pattern. This may be achieved by a period of “time out” with a member of staff
- Make it clear to a child who misbehaves that it is the behaviour and not the child that is unwelcome
- Never shout, threaten or raise voices to the children
- Monitor, record and share information regarding a child’s behaviour with the parents/carers and with their permission, seek advice from relevant professionals if the child’s behaviour issues are ongoing.

A high percentage of children go through the biting stage. We hope that this will not occur often, however, should a child bite or be bitten, it will be recorded in our incident book, first aid will be given, and the parents of both parties will be informed. Due to confidentiality, the identity of the biter will not be revealed. If a child continues to bite repeatedly the situation will be closely monitored and our concerns will be discussed with the parent/carer. Our aim will be to work with the parent/carer in guiding their child through this difficult and often distressing time. If a child is seen to be bullying or being bullied any incidents of this nature will be documented in our incident/accident book. Parents/carers of both parties will be notified, confidentiality being always kept. A behaviour plan will be implemented and meetings with both sets of parents will take place as agreed.