



Wales: NMS
2.2, 6.8, 9.1-9.9

Positive Behaviour Policy.

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

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.

In order to achieve this:

Rules governing the conduct of the group and the behaviour of the children will be discussed and agreed with the Nursery and explained to all newcomers, both children and adults.

All staff 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.

All staff will provide a positive role model for the children with regard to friendliness, care and courtesy.

Staff in the Nursery will praise and endorse desirable behaviour such as kindness and willingness to share.

We consistently work to avoid a situation in which children receive adult attention only in return for undesirable behaviour.

Negative behaviour - Most children at certain stages of development demonstrate behaviour that is negative. Children may demonstrate negative behaviour verbally or physically eg. biting/swearing. We recognise that children may display negative behaviour due to the fact that they are still exploring their emotions and understanding of what is socially accepted.

When children behave in unacceptable/negative way:

Physical punishment, such as smacking or shaking, will be neither used nor threatened.

Children will never be sent out of the room by themselves.

Techniques intended to single out and humiliate individual children such as the “naughty chair” will not be used.

Children who behave in an unacceptable/negative way will be given one-to-one adult support in seeing what was wrong and working towards a better pattern of behaviour.

Where appropriate this might be achieved by a period of “time out” with an adult.

In cases of serious misbehaviour, such as racial or other abuse, the unacceptability of the behaviour and attitudes will be made clear immediately, but by means of explanations rather than personal blame.

In any case of unacceptable/negative behaviour, 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.

Staff will not shout, or raise their voices in a threatening way.

Staff in the Nursery will make themselves aware of, and respect, a range of cultural expectations regarding interactions between people.

If behaviour results in an injury to another child/adult eg a bite or damage to property the incident should be recorded in the accident / incident book.

Any behaviour problems will be handled in a developmentally appropriate fashion, respecting individual children’s level of understanding and maturity.

Recurring problems will be tackled by the Nursery, in partnership with the child’s parents, using objective observation records to establish an understanding of the cause. Parents will be invited to a meeting and an appropriate action plan will be decided together. If the situation persists, outside agencies may be contacted to offer constructive, confidential advice.

Staff will be aware that some kinds of behaviour may arise from a child’s special needs and appropriate support/arrangements will be agreed with parents.

Bullying - Staff recognise that on occasions children may be the victim or perpetrator of bullying. Staff should ensure that comfort is provided to the victim of bullying. The child’s parents should be informed and offered support, ensuring anonymity of children involved. Staff should sensitively manage a child who is bullying and acknowledge the child’s stage of development/understanding whilst ensuring the inappropriateness of the behaviour/actions are made clear. Staff should inform parents, maintaining confidentiality and offering support.

Staff training - All staff will be trained in pro-active strategies to encourage positive behaviour patterns.

This policy was adopted on	Signed on behalf of the nursery	Date for review
<i>2nd March 2014</i>		<i>March 2015</i>