

Policy on Behaviour

It is the policy of this nursery to promote and encourage wanted behaviour and discourage unwanted behaviour.

The nursery will nominate one member of staff to be responsible for management of behaviour for the nursery. The name of this person will be displayed in the nursery entrance hall.

It is central to the philosophy of the nursery that all staff should be positive at all times towards the children, towards each other and towards the nursery.

Nursery staff and parents will work together to actively promote good behaviour. Visual aids and reward charts will be available to enable children to recognise and reinforce wanted behaviour.

Any issues or problems arising with children, other members of staff or parents should be discussed in private with a member of the management team. Any antisocial behaviour both physical and verbal including the passing of negative comments about parents, other staff or children is not acceptable.

Corporal punishment is prohibited and must not be given by any member of staff to any child for whom the nursery provides care.

As far as it is reasonably practicable the nursery must ensure that corporal punishment is also not given to any child for whom the nursery provides care by any person who cares for or is in regular contact with a child.

As far as it is reasonably practicable the nursery must ensure that corporal punishment is also not given to any child for whom the nursery provides care by any person who works on the premises where the care is provided.

Physical intervention should only be used to manage a child's behaviour if it is necessary to prevent personal injury to the child, other children or an adult, to prevent serious damage to property, or in what would reasonably be regarded as exceptional circumstances. Any occasion where physical intervention is used to manage a child's behaviour must be recorded and parents will be informed about it on the same day.

Unacceptable Behaviour (Other than Bullying – See next section)

Unacceptable verbal behaviour within this context includes any form of racist comments, verbal bullying and swearing.

Unacceptable, antisocial or unwanted behaviour will be addressed to reverse the situation. The procedure to be followed in the case of unacceptable behaviour by a child is detailed in the nursery Procedures.

We recognise that children will pick up speech habits from their parents, and may use speech which is inappropriate without realising this to be the case. If this happens the parent must be informed and the difficulty pointed out. The parent must be requested to work with the child to show the child that the comments the child has made are not acceptable within the nursery. Where the parent refuses to accept that the child has made these comments, or seeks to justify the comments on the grounds that they are valid, or just "child talk", and that the child "doesn't really mean it" the carer must insist that action is taken to stop the child behaving in this way, and that the justifications or excuses are not acceptable.

If unacceptable, antisocial or unwanted behaviour continues and the child shows no sign of improvement the child's parents will be informed, initially verbally and then

in writing warning that if the child's behaviour does not improve the child may be excluded.

If unacceptable, antisocial or unwanted behaviour cannot be resolved the parent will be asked to remove their child from the nursery.

Bullying

We take any bullying very seriously. Bullying is defined as persistent physical or verbal abuse to either children or staff member. This is not acceptable and the procedure for dealing with bullying will be followed to halt this behaviour. In the exceptional event that bullying cannot be halted the person behaving in an unacceptable way will not be allowed to return to nursery.

All staff members must actively look out for acts of bullying. Any staff member who becomes aware that bullying of a child is occurring must report it to the nursery Manager or provider immediately. Confidentiality is essential as not to label any one child as a "bully".

Any staff member who feels bullied has the right to inform senior staff members and has the right to be protected from day to day abuse. Any staff member who is being bullied or is aware that bullying is occurring must report it to the nursery Manager or provider immediately.

The procedure to be followed in the case of unacceptable behaviour and bullying are detailed in the nursery Procedures.

This policy was reviewed and amended on 7th October 2020.