

Behaviour Policy

Our named person for Behaviour Management is Connie Bolton

It is the aim of the Early Years Academy to promote acceptable behaviour and respect for others. We have clear boundaries that the children become aware of through the setting's routines so they know what is expected of them. In managing children's behaviour it will be appropriate to children's age and stage of development.

We expect the staff to set a good example in their own behaviour while looking after the children. They are to be positive in their approach when dealing with children's unacceptable behaviour. We expect the children to follow the routines within their group respecting the other children around them.

Our methods for managing any unacceptable behaviour:

- Distraction
- Discussion
- Time out
- Praise for good behaviour
- Reward for good behaviour
- Under no circumstances is Corporal Punishment used. This includes aggressive gestures whether physical or verbal.
- Encouraging 'Kind Hands' & 'Listening Ears'

Parents will be informed verbally of any minor unacceptable behaviour by their child's key worker; if the behaviour is more serious then the Nursery Managers will inform the parents.

If a child is regularly displaying unacceptable behaviour, the parents will be asked to come into nursery to discuss their child's behaviour and work out a suitable action plan to help the child. If the behaviour continues after carrying out the action plan for a number of weeks, external agencies will be contacted to ask for advice and support for both Early Years Academy and parents.

An incident of unacceptable behaviour is dealt in a calm, firm but fair manner. 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 exceptional circumstances. Where the above has occurred this must be recorded and parents informed on the same day and their signature obtained against the records.

Our daily routine is set out to minimise unacceptable behaviour. From a young age children learn about sharing and taking turns. However situations of children upsetting each other do happen from time to time. Listed below are some examples of unacceptable behaviour and how we would deal with them.

- Name calling
- Harming another child in a physical way
- Disruption in the group
- Bighting
- Scratching
- Pinching

This normally happens through frustration or while the child's social development is still developing.

Early Years Academy will channel the abilities the child has, into small group constructive play. We will always show the offending child how upset the other child is.

As children get a little older we teach them how to express how they are feeling verbally to an adult. This encourages children to show how they feel in a situation. They are encouraged not to use any physical means or hurtful sayings, but show the offending person a cross or sad face, using a strong voice saying "you have made me sad" or "you have made me cross".

We would also carry out the following three steps:

1. We will speak to the child quietly, explaining that this is not the way we keep our friends or behave for the staff. This child will be shown how upset they have made the other child and be asked to say they are sorry to the child.
2. If the behaviour occurs again the member of staff would say they are now feeling sad or hurt. This would be said in a firm but fair voice and it would be explained that if the situation occurred again they will have to sit out the activity.
3. A third occurrence would mean this would have to be carried through. The child will sit out for a short time watching the other children play. A member of staff will sit with them pointing out the correct way to play with their friends.

Positive Rewards

Positive behaviours range from helping to tidy up the toys, sitting nicely listening to stories, good manners, sharing, taking turns, making friends and individual personal achievements.

We will always reward good behaviour according to age and stage of development. Good behaviour is rewarded with the following examples:

- Clapping
- A happy smiley face
- Stickers
- Praise through verbal encouragement and recognition
- Sharing good news of the behaviour with other staff and children
- Informing parents of how pleased we are with the behaviour and how this should also be recognised at home

Behaviour management plans are displayed in each child area, with how unacceptable behaviour and good behaviour will be managed age and stage accordingly.

Good behaviour is about playing creatively, getting along with others, having fun within boundaries and knowing it is safe sometimes to test those boundaries.

Early Years Academy has identified three basic ingredients that contribute to good behaviour:

- Love
- Safety
- Fair rules

When children have difficulty expressing their needs we can demonstrate we care about them, their needs and welfare.

As long as we provide a safe environment for the children according to their individual needs they will be able to experiment and explore with confidence.

Children will develop a better understanding of what is acceptable behaviour in specific situations if our approach is fair and consistent and if they can see the direct relationship between good behaviour and reward.

The behaviour policy works alongside the nursery parents as partners policy.