Clarecroft Day Nursery believes that children and adults flourish best in an ordered environment where children are confident to play and learn without fear of being hindered by anyone else. We aim to provide an environment in which children are encouraged to develop self-discipline and self-esteem in an atmosphere of mutual respect. The nursery actively promotes British values and encourages and praises positive, caring and polite behaviour at all times and provides an environment where children learn to respect themselves, other people and their surroundings. We implement the early years curriculum supporting children to develop their personal, social and emotional development. This involves helping children to understand their own feelings and others and beginning to regulate their behaviour. We support children to do this through working together with parents, having consistent approaches, structure, routine and age/stage appropriate boundaries. We help build confidence and self-esteem by valuing all children and giving lots of praise and encouragement.

Children need to have set boundaries of behaviour for their own safety and the safety of their peers. Within the nursery we aim to set these boundaries in a way which helps the child to develop a sense of the significance of their own behaviour, both in their own environment and that of others around them. Restrictions on the child's natural desire to explore and develop their own ideas and concepts are kept to a minimum. It seeks to promote an environment where everyone feels happy, safe and secure and to support the key aims outlined below:

* Staff aim to be positive role models and display model behaviour, which is also expected from the children.
* Provide a warm, responsive relationship where children feel respected, comforted and supported in times of stress, and confident that they are cared for at all times
* Encourage parents, carers and other visitors to be positive role models
* All staff should always treat a child with respect. A child must not be given or threatened with corporal punishment, or inappropriately chastised.
* Recognise the individuality of all our children
* The nursery will endeavour to promote positive behaviour by praising children and acknowledging their positive behaviour and attitudes.
* Understand that certain behaviours are a normal part of some young children’s development, e.g. biting
* Children are involved in setting the rules and boundaries within their environment.
* The staff will give clear expectations applied in a positive way “No pushing in the line” becomes “stand nicely”.
* Staff recognise the individuality of all our children and that some behaviours are normal in young children e.g. biting
* Encourage self-regulation, self-discipline, consideration for each other, our surroundings and property
* Encourage children to participate in a wide range of group activities to enable them to develop their social skills
* Praise children and acknowledge their positive actions and attitudes, therefore ensuring that children see that we value and respect them
* Encourage all staff working with children to accept their responsibility for implementing the goals in this policy and to be consistent
* To have open communication with all our parents
* Provide a key person system enabling staff to build a strong and positive relationship with children and their families
* Provide activities and stories to help children learn about accepted behaviours, including opportunities for children to contribute to decisions about accepted behaviour where age/stage appropriate
* Supporting and developing self-regulation and empathy as appropriate to stage of development
* The passing of negative comments about parents, other staff or children is not acceptable. Any issues or problems arising with children or staff should be discussed in private with one of the Nursery Managers.
* Children will be encouraged to recognise that bullying, fighting, hurting and racist / sexist comments are not acceptable behaviour. (See anti-bullying policy for more details).
* Our ultimate aim is to work in partnership with parents to lay foundations from which children will grow into happy, self-confident, and well-adjusted individuals.
* Swearing or inappropriate language by staff, parents or children is totally unacceptable at any time within the confines of the nursery.
* Inappropriate behaviour is behaviour likely to hurt, injure or upset another child, themselves or an adult.
* Have a named person who has overall responsibility for promoting positive behaviour and behaviour support.

Sanctions applied in the case of unacceptable behaviour must take account of the age and stage of development of the child. They must be fair and consistent. Parents need to be informed of behaviour to promote partnership with parents and consistent expectations of the child.

**Dealing with inappropriate behaviour**

**This is led by our Behavioral Management coordinator, Clarie Smith**

**The named person will-**

* Advise and support other staff on behaviour concerns.
* Along with each room leader will keep up to date with legislation and research relating to behaviour
* Liaise with the setting’s Special Educational Needs Co-ordinator (SENCO) where a child requires further support, or there are concerns about the impact of the behaviour on a child’s education and care
* Support changes to policies and procedures in the nursery
* Access relevant sources of expertise where required and act as a central information source for all involved
* Attend regular external training events, and ensure all staff attend relevant in-house or external training for behaviour management. Keep a record of staff attendance at this training.
* Organise and attend meetings with parents if a needs presents with behavioural patterns
* Work with outside agencies.

Our nursery rules are concerned with safety, care and respect for each other. We keep the rules to a minimum and ensure that these are age and stage appropriate. We regularly involve children in the process of setting rules to encourage cooperation and participation and ensure children gain understanding of the expectations of behaviour relevant to them as a unique child.

Children who behave inappropriately, for example, by physically abusing another child or adult e.g. biting, or through verbal bullying, are helped to talk through their actions and apologise where appropriate. We make sure that the child who has been upset is comforted and the adult will confirm that the other child's behaviour is not acceptable. We always acknowledge when a child is feeling angry or upset and that it is the behaviour that is not acceptable, not the child.

When children behave in unacceptable ways:

* We support all children to develop positive behaviour, and we make every effort to provide for their individual needs
* We never use or threaten to use physical punishment/corporal punishment such as smacking or shaking
* We only use physical intervention for the purpose of averting immediate danger or personal injury to any person (including the child) or to manage a child’s behaviour if absolutely necessary. We keep a record of any occasions where physical intervention is used and inform parents on the same day, or as reasonably practicable
* We recognise that there may be times where children may have regular occasions where they lose control and may need individual techniques to restrain them. This will only be carried out by staff who have been appropriately trained to do so. Any restraints will only be done following recommended guidance and training and only with a signed agreement from parents on when to use it. We will complete an incident form following any restraints used and notify the parents
* We do not single out children or humiliate them in any way. Where children use unacceptable behaviour they will, wherever possible, be re-directed to alternative activities. Discussions with children will take place as to why their behaviour was not acceptable, respecting their level of understanding and maturity
* Staff will not raise their voices (other than to keep children safe)
* In any case of misbehaviour, we always make it clear to the child or children in question, that it is the behaviour and not the child that is unwelcome
* We decide how to handle a particular type of behaviour depending on the child’s age, level of development and the circumstances surrounding the behaviour. This may involve asking the child to talk and think about what he/she has done with some time in a quitter area for a reasonable amount of time depending on the child’s age. All staff support children in developing empathy and children will only be asked to apologise if they have developed strong empathy skills and have a good understanding of why saying sorry is appropriate
* We help staff to reflect on their own responses towards behaviours that challenge to ensure that their reactions are appropriate
* We inform parents if their child’s behaviour is unkind to others or if their child has been upset. In all cases we deal with behaviour that challenges in nursery at the time. We may ask parents to meet with staff to discuss their child's behaviour, so that if there are any difficulties we can work together to ensure consistency between their home and the nursery. In some cases we may request additional advice and support from other professionals, such as an educational psychologist
* We support children in developing non-aggressive strategies to enable them to express their feelings
* We keep confidential records on any behaviour that challenges that has taken place. We inform parents and ask them to read and sign any incidents concerning their child
* We support all children to develop positive behaviour, and we make every effort to provide for their individual needs
* Through partnership with parents and formal observations, we make every effort to identify any behavioural concerns and the causes of that behaviour using the behaviour incident log. From these observations and discussions, we will implement an individual behaviour modification plan where a child’s behaviour involves aggressive actions towards other children and staff, for example hitting, kicking etc. The manager will complete risk assessments identifying any potential triggers or warning signs ensuring other children’s and staff’s safety at all times. In these instances we may remove a child from an area until they have calmed down.
* If all the above methods fail the option of exclusion on a temporary or permanent basis may be considered.

We recognise that children need their own time and space and that it is not always appropriate to expect a child to share. We believe it is important to acknowledge each child’s feelings and to help them understand how others might be feeling.

At our nursery, staff follow the procedure below to enable them to deal with behaviour that challenges:

* Staff are encouraged to ensure that all children feel safe, happy and secure
* Staff are encouraged to recognise that active physical aggression in the early years is part of the child’s development and that it should be channelled in a positive way
* Children are helped to understand that using aggression to get things, is inappropriate and they will be encouraged to resolve problems in other ways
* Staff will initiate games and activities with children when they feel play has become overly boisterous or aggressive, both indoors or outdoors
* If any parent has a concern about their child, a member of staff will be available to discuss those concerns. Working together can ensure our children feel confident and secure in their environment, both at home and in the nursery
* All concerns will be treated in the strictest confidence.

By positively promoting positive behaviour, valuing co-operation and a caring attitude, we hope to ensure that children will develop a positive sense of self, have confidence in their own abilities, make good friendships, co-operate and resolve conflicts peaceably. These will provide them with a secure platform for school and later life.

Behaviour Management Co-ordinator – Claire Smith