Behaviour and discipline policy

Valuing Compassion, Community, Endurance, Friendship, Hope, Respect, Thankfulness, Wisdom

Behaviour Champion: Karen Leonard

Little Explorers believes that children flourish best when they know how they are expected to behave and should be free to play and learn without fear of being hurt or unfairly restricted by anyone else.

We aim to provide an environment in which there is acceptable behaviour and where children learn to respect themselves, other people and their environment.

The Nursery Behaviour Champion keeps up to date with new legislation, research and thinking on encouraging positive behaviour. All new training is cascaded to all members of the staff. This ensures consistency with strategies enabling the children to receive the same clear rules and boundaries from all staff.

All Nursery staff, volunteers and students provide a positive model of behaviour by treating children, parents and one another with friendliness, respect, care and courtesy.

The Nursery demands that all staff, volunteers and students use positive strategies for handling conflict by helping children to find solutions in ways which are appropriate for the children's ages and stages of development, for example distraction, praise and reward.

The Nursery familiarises all staff and volunteers with the Nursery's behaviour policy and its rules and boundaries.

The Nursery praises and endorses desirable behaviour such as kindness and willingness to share.

The Nursery avoids creating situations in which children receive adult attention only in return for undesirable behaviour. How a particular type of behaviour is handled will depend upon the child and the circumstances. This may involve the child being asked to talk and think about what they did. It may be that the child will not be able to make their choice of activity for a limited period, or that the child may be asked to have thinking time. Thinking time is supported by an adult (maximum time of one minute for every year of the child's age). In extreme cases the child would be separated from the group until they have calmed down and have had time to reflect upon their behaviour. In cases of serious misbehaviour, such as racial or other abuse, we make It clear immediately that the behaviour is unacceptable by means of explanations rather than personal blame. This would be reported to both sets of parents.

The Nursery gives reassurance to any child/children who have been upset, and ensures that children receive praise when they display acceptable behaviour. We do not label children who exhibit poor behaviour. When children have been bullied, we share what has happened with their parent/carer, explaining that the child who did the bullying is being helped to adopt more acceptable ways of

behaving. Children must be encouraged to recognise that bullying, fighting, hurting and verbal abuse are not acceptable behaviours.

The Nursery wants children to recognise that certain actions are right and others are wrong.

The Nursery gives children non-aggressive strategies to enable them to stand up for themselves so that adults and children listen to them. Children are given opportunities to release their feelings more creatively.

The Nursery would hold a child against their will following an anti-social act, or if the child was in danger of hurting themselves, another child, an adult or of damaging property. Please see the Physical Handling Policy for more details.

Parents/carers will be informed if their child is persistently unkind to others, or if their child has been upset. In all cases, inappropriate behaviour will be dealt with in the facility at the time. Parents/carers may be asked 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 the Nursery and home.

The Nursery can call upon outside agencies for additional support for families.

In extreme cases where the child's behaviour affects the wellbeing of other children, staff and the environment, it might be necessary to suspend the child from the Nursery for a short period of time. Within 24 hours the Nursery will arrange a meeting between the parents/carers, key person, behaviour coordinator and SENCO. The purpose of the meeting will be to identify the child's needs and to discuss plans and strategies to put into place to support the child before the child returns to the Nursery.

By positively promoting good behaviour, valuing co-operation and encouraging a caring attitude, we hope to ensure that children will develop as responsible members of society.