

BEHAVIOUR

Aims

At Merry Poppets, we aim to create a secure, purposeful and orderly environment in which nursery can learn and develop as caring and responsible young people. Here we believe that every child has the right to learn and no child has the right to disrupt the learning of others.

Objectives

1. To ensure respectful behaviour and language throughout the nursery.
2. To encourage and praise effort in both work and behaviour
3. To ensure there is consistency from all staff, when dealing with pupils' behaviour throughout the nursery
4. To involve parents when there are concerns about the behaviour of their children
5. To encourage good behaviour by a system of rewards.
6. To prevent bullying

Responsibilities

All adults working in the nursery have a responsibility to:

- Maintain a well-ordered environment with clear expectations for behaviour
- Treat all children and adults as individuals, respecting their feelings, values and beliefs
- Promote positive, trusting relationships, and a sense of belonging to the nursery
- Deal with bullying or harassment in any form
- Apply Nursery strategies, with consistency, to eliminate undesirable behaviour within the Nursery
- We take pride in the environment of the Nursery
- Work as a team, to support and encourage each other
- Ensure parents are informed of behaviour and any interventions used on the same day

Involving Parents

Parents will be kept informed about their child's behaviour. If it appears that this has to be monitored on a regular basis a "home/nursery contact" book may be used.

Any worries about any children should be discussed with the Nursery.

Staff

All staff MUST:

1. Be consistent. An inconsistent approach can encourage inappropriate behaviour for example children will not learn to accept no if adults often change their minds after they have said no.
2. Try to understand why a child is behaving in an inappropriate way gathering background information about a child and observing their behaviour can help to identify patterns such as triggers and consequences of particular behaviour.
3. Be exact about what behaviour you want to change. It is important to be specific about what behaviour needs to be changed and to explain clearly to the child what is expected and why.
4. Decide on the method you will use to encourage the behaviour change and involve everyone. A positive approach is the most effective one
5. Separate the behaviour from the child. Children should be supported to learn from their inappropriate behaviour and to progress and must not be labelled naughty or badly behaved.

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6. Never use or threaten to use physical punishment or humiliation. The children's act states that smacking, slapping or shaking is not permitted or any other punishment which humiliates or frightens a child.
- The staff and the parents/carers will together develop strategies for dealing with unwanted behaviour, which could be implemented at home and in the setting.
 - Should it be necessary and with the consent of the parent/carer, advice and assistance will be sought from relevant external specialist to address this matter.

Merry poppets staff need to:

- Remember to be a good role model
- Have realistic expectations about behaviour depending on their age
- Provide clear boundaries and communicate it clearly

Unacceptable staff behaviour

Staff must refrain from:

- Swearing
- Inappropriate comments
- Inappropriate conversations
- Inappropriate behaviour

Children are not interested in your personal life or situation unless it is relevant to the child's experiences (i.e.) A child went to the zoo and you use your experience of the zoo.

REVIEWING THE POLICY

The Policy will be reviewed every year unless a change in legislation necessitates a shorter review period or there are changes in the activities or personnel of the Provision that require changes to be made.

Adapted by: Jane Laycock

Date: May 2019

Signed by:

Review date: May 2020

All staff aware of policy: Yes / No