

Kiddy Academy Behaviour Policy

All children and adults are treated with equal concern and are made to feel welcome in our nursery. We aim to offer a quality child care service for parents and children. We recognize the need to set out reasonable and appropriate limits to help manage the behavior of children in our care.

By providing a happy, well-maintained environment, the children in our care will be encouraged to develop social skills to help them be accepted and welcome in society as they grow up.

Our nursery believes that children flourish best when they know how they are expected to behave. Children gain respect through interaction with caring adults who show them respect and value their individual personalities. Positive, caring and polite behavior will be encouraged and praised at all times in an environment where children learn to respect themselves, other people and their surroundings.

Children need to have set boundaries of behavior 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 behavior, both on their own environment and those around them. Restrictions on the child's natural desire to explore and develop their own ideas and concepts are kept to a minimum.

We aim to

- Recognize the individuality of all our children
- Encourage 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
- Work in partnership with parents and carers by communicating openly
- By praising children and acknowledging their positive actions and attitudes, we hope to ensure that children see that we value and respect them
- Encourage all staff working with the children to accept their responsibility for implementing the goals in the policy
- Promote non violence and encourage the children to deal with conflict peaceably
- Provide a key worker system enabling staff to build a strong positive relationship with children and their families
- The management team will keep up to date with legislation and research and thinking on handling children's behaviour; access relevant sources of expertise on handling children's behavior, attend regular external events and check that all staff have the relevant in-service training on this. A record will be kept of staff attendance at this training.

We recognize that codes for interacting with other people vary between cultures and staff are required to be aware of this and respect those used by members of the nursery

Nursery rules are concerned with safety and care and respect for each other. Children who behave inappropriately by physically abusing another child or adult or by verbal bullying may be removed from the group. The child who has been upset will be comforted and the adult will confirm that the other child's behavior is not acceptable and not the child. It is important to acknowledge that a child is feeling angry or upset and that it is this behavior that we are rejecting, not the child.

When children behave in unacceptable ways:

- Physical punishment such as smacking or shaking will be neither used nor threatened
- Children will not be singled out or humiliated in any way. Staff within the nursery will redirect the children towards alternative activities. Discussions with children will take place respecting their level of understanding and maturity.
- Staff will not raise their voices in a threatening way
- In any case of misbehavior, it will always be made clear to the child or children in question, that it is the behavior and not the child that is unwelcome
- How a particular type of behavior is handled will depend on the child and the circumstances. It may involve the child being asked to talk and think about what he or she has done in a reflection area of the room. It may be that the child will be moved to another activity to encourage them to calm and settle down.
- Parents will be informed if their child is persistently unkind to others or if their child has been upset. In all cases inappropriate behavior will be dealt with in nursery at the time. Parents maybe asked to meet with staff to discuss their child's behavior, so that if there are any difficulties we can work together to ensure consistency between home and nursery. In some cases we may request additional advice and support from other professionals, such as an educational psychologist or child guidance counselor and where necessary create a behavior plan which will list the strategies to be used to help the child and others to deal with their feelings, emotions and behavior.
- Children need to develop non-aggressive strategies to enable them to stand up for themselves so that adults and children listen to them. They need to be given opportunities to release their feelings more creatively.
- Confidential records will be kept on any negative behavior that has taken place. Parents/Careres will be informed and asked to read and sign any entries concerning their child.
- If a child requires help to develop positive behavior, every effort will be made to provide for their needs.
- Through partnership with parents/Carers and informal observation, staff will make every effort to identify the unwanted behavior and discussions an individual behavior modification plan will be implemented
- Children will be distracted from the negative situation and supported in a different activity or environment, they may need to be sat down and given time to reflect on their behavior. If necessary for their own well-being and that of others in the group.

We expect parents to inform me of any changes in the child's home circumstances, care arrangements or any other change which may affect the child's behavior such as a new baby, parents' separation, divorce or any bereavement. All information shared will be kept confidential unless there appears to be a child protection issue.

We work together with parents to make sure there is consistency in the way the children are cared for. A consistent approach benefit's the child's welfare and makes sure that the child is not confused.

I will only physically intervene, and possibly restrain, a child to prevent an accident, such as a child running into the road, or to prevent any injury or damage.



Childcare at its Best

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