

Encouraging Good Behaviour Policy

The attitude and behaviour of all those who work or have contact with children in the Nursery should be characterised by warmth, respect and encouragement towards each child and their parents/carers.

Aims and objectives

- to help children to develop a sense of caring and respect for one another
- to encourage children to co-operate with each other and respect each other
- to encourage the development of social skills and help children learn what is acceptable behaviour
- to develop children's confidence and self esteem
- to help children to develop self discipline and self esteem in an atmosphere of mutual respect and encouragement
- To help children recognise that hitting and biting is not acceptable behaviour
- Staff will record an 'incident form' that is held on file in the office for any child involved in these types of behaviours and parents will be informed.

All staff encourage good behaviour consistently and positively, setting limits for children and supporting other team members by:

- Reinforcing 'good behaviour' by noticing and praising it;
- Promoting positive behaviour in all children;
- Challenging any unacceptable behaviour;
- Use distraction techniques to defuse a potentially explosive situation between children to ensure their safety;
- If necessary, discussing a child's behaviour with their parent/carer to ascertain if there any underlying issues we may have missed.

Staff must be aware of the child's age and stage when identifying inappropriate behaviour whilst ensuring that the safety of other children is not put at risk.

- The manager will act to ensure the safety and welfare of the children in the nursery.
- The manager will allocate a member of staff to be with any child whose behaviour is giving cause for concern.
- Discusses with parent of the child whose behaviour is giving cause for concern and offers support to agree an action plan.
- All staff are strictly forbidden to administer physical punishment of any sort, such as smacking, slapping, dragging or shaking a child.
- Depriving a child of refreshment or forcing a child to consume refreshment, teasing, humiliating, scape goating, frightening or isolating a child is also strictly forbidden.
- If a staff member commits any act of violence, abuse or any of the above on a child they will be dismissed.
- We have a policy of no shouting and of treating each child with fairness and respect.
- Adults within the setting are also expected to treat children and each other with respect, and follow the behaviour policy.
- Liberty Kids reserve the right to ask a parent to remove their child if we are unable to work with a parent and their child to resolve inappropriate behaviour.