

# Behaviour Policy

The EYFS General Welfare Requirements state:

'Providers must have an effective behaviour management policy which is adhered to by all members of staff.'

(EYFS:DCSF:2008,P28)

The section of the Childcare Register relating to this policy is: CR1.5

1. Bright Kids Nursery & Out of School Club believes in promoting positive behaviour.
2. Behaviour Management, on a day to day basis will be the responsibility of each room leader or supervisor, who must ensure that other staff in their area are adopting the ethos of this policy.
3. Further advice may be sought from the Behaviour Management Officer as named in our Staff Handbook & Staff Photo Board.
4. We aim to encourage self-discipline, consideration for each other, our surroundings and property.
5. By praising children and acknowledging their positive actions and attitudes we hope to ensure that children see that we value and respect them.
6. Staff always treat children with respect. A child is never smacked, shaken or treated roughly. There are no circumstances in which such punishment can be justified. We do not believe that punishing children in any such form ever helps them to become self-disciplined.
7. The setting rules are concerned with safety and care and respect for each other. Children who behave inappropriately whether by physically abusing another child or adult, e.g. by kicking or biting, or by verbal bullying, may be removed from the group. The child who has been upset will be comforted and the adult/staff member will confirm that the other child's behaviour is not acceptable. It is important to acknowledge that if a child is feeling angry or upset and that it is the behaviour we are rejecting, not the child.
8. How a particular type of behaviour is handled will depend on the child and the circumstances. It may involve the child being asked to talk and think about what they have done. It may be that the child will not be allowed to make his or her own choice of activities for a limited period of time.



9. The child will also be asked to see if the person who was upset is all right and, if they mean it, to say or show that they are sorry. An immediate response of 'sorry' is not accepted if the child does not mean it, but is merely saying the word in the hope of being able to continue playing.
10. In extreme cases the child will be removed from their base room or garden until he or she has calmed down and had time to reflect on his or her behaviour.
11. We need to give children 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 and in a positive manner.
12. Parents will be informed if their child is persistently unkind to others or if their child has been upset. In all cases inappropriate or unwanted behaviour will be dealt with by staff in a manner consistent with this policy. Parents 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 home and care setting. In some cases we may request additional advice and support from the other professionals.
13. Children do need their own time and space. It is not always appropriate to expect a child to share and it is important to acknowledge children's feelings and to help them understand how others might be feeling.
14. Children must be encouraged to recognise that bullying, fighting, hurting and racist comments are not acceptable behaviour. We want children to recognise that certain actions are right and that others are wrong.
15. The setting recognises that children's behaviour changes as they grow older. What is seen as an appropriate behaviour for nursery aged children will not necessarily be appropriate for older children and vice versa.
16. Children in the Out of School Clubs are encouraged to behave within the policy already stated. However, the setting realises that, once children enter school, bullying becomes an issue for many of them. Bullying at our setting, either verbal or physical will not be tolerated. If an incident is noticed and/or a complaint of bullying is made to a staff member by a child the Club Co-ordinator will be informed immediately. They will then deal with this as per points 5-10 above. It is our expectation that by dealing with incidents of this nature in a positive and caring manner we will endeavour to create an atmosphere that gives children a sense of security and well being.



17. The setting also recognises that continuous and persistent unwanted behaviour can have a detrimental effect on the group as a whole and encourage similar behaviour in other children. The Club Co-ordinator will monitor the behaviour of such children and deal with this as in point 10. The setting reserves the right, where their endeavours to resolve unwanted behaviour have failed, to exclude a child.

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

