

Acorns Nursery Behaviour Policy



Our aims:

At Acorns we aim to create a welcoming environment where every member can feel safe, secure and respected. We understand that children are learning how to regulate their emotions and control their behaviour, and we endeavour to support them with this. We protect children's self-esteem by recognising that children's behaviour is as a response to a situation and is not to be used as a 'label'. We believe that children flourish when there is consistency and when their social, emotional and behavioural needs are supported.

We aim to support children by:

- Having clear and consistent boundaries
- Providing a role model for children
- Encouraging good manners
- Supporting children in negotiating and problem solving
- Acknowledging children's efforts and supporting them in doing the right thing
- Talking to children and supporting them in recognising their emotions
- Supporting children in recognising the feelings of others
- Helping children in recognising the consequences of their behaviour and how it affects others
- Encouraging and praising children for good behaviours
- Discussing any concerns and working closely with parents/carers to support children's needs.

Appropriate behaviours:

Children will be praised verbally and/or through the use of stickers for 'good' behaviours such as:

- sharing with others
- helping others
- following instructions
- having kind hands and feet
- using their manners
- looking after toys etc.
- using kind words

Inappropriate behaviours:

We understand that whilst children are learning to understand and manage their emotions, they may behave in unacceptable ways which we will support them with.

Inappropriate behaviours include:

- ignoring/refusing to follow instructions
- physical behaviours eg, hitting, kicking, biting, snatching, pushing etc.
- purposely breaking toys and equipment
- swearing

Our approach to managing behaviour:

We will always encourage and promote positive behaviour through offering verbal praise when we see children behaving in an appropriate way. Stickers may also be used as a form of reward. Children will always be told what the praise/reward is for.

Inappropriate behaviours will not be tolerated and will be managed as deemed appropriate to the situation. Typically, the following will be implemented:

- Staff will calmly approach the child/children involved and ask what has happened
- The staff member will repeat back what they child/children have said to clarify what has happened
- The child/children involved will be encouraged and supported to think about their own, and each other's feelings
- The children will be encouraged and supported in finding a solution to the problem
- Children will not be instructed to say sorry but, where appropriate, will be supported in recognising the implications of their actions and in correcting their behaviour
- Where appropriate, children will be praised for their efforts in finding a solution e.g. if children find a way to take turns using the timer
- In some cases, it may be deemed appropriate for children to be removed from a situation, or to be asked to sit out for a few minutes, to allow them to calm down and consider the effects of their behaviour
- Depending on the behaviour displayed, the severity of it, or the frequency at which it occurs, parents/carers will be informed. A meeting may also be arranged in order to consider any necessary interventions in supporting children with their behaviour.

Physical interventions

Staff will never use, or threaten to use, physical punishment as a way of managing behaviour. It will only ever be used as an act of care and control. Physical intervention will only be used as a last resort to prevent children from causing harm to themselves or other members of the nursery, or to prevent them from damaging property. Before physical intervention is used, staff will have used other means of managing the behaviour such as distraction. Where appropriate, children will always be told about what intervention is going to happen if they do not stop the behaviour.

Staff should take all reasonable steps to avoid being alone with the child should there be a need for physical intervention to occur. Where physical intervention has been needed to restrain a child, the Nursery Manager and/or Committee lead will be informed as soon as possible. Parents/Carers will be made aware of the incident on the same day, or as soon as reasonably practicable, typically by the Nursery Manager. The incident will further be recorded and logged with children's details.

Staff responsibilities:

Children learn how to behave through having a positive role model. Staff will model behavioural expectations to children at all times. They will support children with their social, emotional and behavioural needs, and provide consistent boundaries for children. Staff will inform parents/carers of 'good' behaviours, as well as any concerns, and will work closely with them in supporting children's individual needs.

Parent/Carer responsibilities:

It is equally as important for parents/carers to act as role models for children outside of Nursery. Parents are responsible for working closely with the setting in supporting children's social, emotional and behavioural development. Parents should inform their child's key person of anything that may affect their child's behaviour in order to allow steps to be put in place to support it. As with all aspects of children's development, it is vital that children see a strong link between home and nursery.