



Behaviour Policy

All children and adults are treated with equal care and are made to feel welcome at Wise Owls Nursery School. We aim to offer a quality educational childcare service for parents and children. We recognise the need to set out reasonable and appropriate limits to support and manage the behaviour and wellbeing of children in our care.

By providing a happy, safe 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.

We do not administer physical, or any other form of punishment with the intention of causing pain or discomfort, nor any humiliating or hurtful treatment to any child in our care.

Alison Holdsworth and Kayleigh Crouch are the named practitioners responsible for behaviour management.

Procedure

- At Wise Owls we **listen** to each other, **respect** every idea, **praise** good behaviour and promote **positive** values.
- We follow our Golden Rules. **We do good listening. We take turns and Share. We use Gentle Hands and Feet and We Tidy.** (Adapted age appropriately)
- We discuss behaviour and offer warnings or controlled choices. Depending on the age of the child, 'Thinking Time' might be implemented after a set of verbal warnings.
- Behaviour management is discussed with parents during settling in sessions if required.
- Each child is allocated a key person to aid with transition into Nursery. This also encourages a secure attachment which in turn supports behaviour management.
- Wherever possible we try to meet parents' requests for the care of their children according to their values and practices for example if a family does not accept 'Thinking Time' as a practice we will endeavour to respect and work out an appropriate alternative.
- We expect parents to inform us of any changes in the child's home circumstances, care arrangements or any other change which may affect the child's behaviour such as a new baby, parents' separation, divorce, new partner or any bereavement. All information shared will be kept confidential unless there appears to be a child protection issue.
- We encourage daily conversations between parents and staff. Parents are also welcome to book a time to discuss anything concerning child development and learning. If we do not share the same first language as the child's parent, we will find a way of communicating effectively with them. This may include seeking guidance from the local Early Years Team or EMAS. (Ethnic minority achievement support)
- We will work together with parents to make sure there is consistency surrounding behaviour management at home and at Wise Owls.
- We would only physically intervene and possibly restrain a child to prevent a serious accident or to prevent an injury to the child or others. We will do this calmly and



with support of the team. We will aim to remove the child to safety and away from the other children. This will be recorded on an incident form and the parents will be informed either by telephone or verbally in person depending on the nature of the incident.

- All significant incidents are recorded on an incident form and will be shared and discussed with the parents of the child concerned so that together we can work to resolve any behavioural issues.
- Incident forms are placed by the team in the file located behind Anna Olley's desk in the office. Weekly, Anna Olley will note the incidents onto a Chronology form and RAG (Red, Amber, Green) the child for Safeguarding/Behaviour issues. The chronology form and the incident forms will then be placed into the file of the individual child.
- From time to time children will have difficulty learning to deal with their emotions and feelings and this is a normal part of child development. We will acknowledge these feelings and try to help children to find constructive solutions in liaison with their parents.
- We encourage responsibility by talking to children about choices and their possible consequences.
- We aim to be firm and consistent so that children know and feel secure within the boundaries that we set.
- We respond positively to children who constantly seek attention or are disruptive and discuss with parents the use of an Individual Plan to enable all adults involved with the child to respond consistently.
- We help children maintain their self-esteem by showing that we disapprove of their bad behaviour not the child themselves. Adults will take the lead and positively model apologising to the 'hurt' party.
- If we have concerns about a child's behaviour which are not being resolved, we will ask for permission from the parents to talk it through with other childcare professionals. We may contact the local Early Years Team or other relevant advice services for confidential advice.
- Concerns that could identify a particular child are kept confidential and only shared with people who need to know this information.
- If a child purposely injures another child, we deal with the situation immediately and calmly. This would mean separating the children, giving the injured child lots of attention and medical aid if necessary and saying 'no thank you' in a firm voice to the instigator. If the behaviour continues on a regular basis the SENDCO (Alison Holdsworth) or Deputy SENDCO (Kayleigh Crouch) will ask for permission from the parents observe the child for any triggers to the behaviour in line with our inclusion policy.
- When the children are collected we will inform the parents/carers of the incident and reassure that it was dealt with appropriately. The parents/carers will need to sign an incident form. If the behaviour is repeated, then it may be necessary to discuss this further with parents/carers.