



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. 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 and to accept and welcome others.
- 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. We believe that following good teaching practice and providing a positive learning environment will encourage positive behaviour in children.
- We do not expect children to apologise for negative behaviour as the concept of 'sorry' is not always understood at a very young age. Instead we model apologising to the victim therefore giving that child the attention and ignoring the negative behaviour from the instigator. A short, firm 'no thank you' or insert the behaviour for example 'No biting' is our go to response. The children will calmly be removed from each other and the victim will receive positive attention and reassurance from the adult. They will deal with any first aid than needs to happen. The idea behind this method is that we do not encourage any kind of attention, positive or negative to a behaviour that is not acceptable. If the negative behaviour continues the team will follow the procedure set out below.

Alison Holdsworth and Laura Bryson are the named practitioners responsible for behaviour management.

Procedure to Encourage Positive Behaviour

- At Wise Owls we **listen** to each other, **respect** every idea, **praise** good decisions and promote **positive** values.
- We follow our Wise Owls rules. **We listen. We take turns and Share. We are Gentle. We help each other.** These will be adapted in an age appropriately manner.
- We aim to be firm, fair and consistent so that children know and feel secure within the boundaries that we set.
- When appropriate we discuss behaviour and offer warnings or controlled choices. For example, depending on the age of the child, 'Thinking Time' might be implemented after a set of verbal warnings. Should this occur, the adult will remain with the child until their thinking time is up and then we encourage responsibility by talking to children about choices and their possible consequences.
- When deemed appropriate we will endeavour to support the use of reward charts if agreeable with the parent.
- 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.



- Each child is allocated a Key person to aid with transition into Nursery. This encourages a secure attachment which in turn supports behaviour management.
- Behaviour management is discussed with parents and the Keyworker during settling in sessions if required.
- We encourage parents to arrive in enough time at drop off/pick up for daily conversations with staff. However, we understand that these times are often busy, so parents are also welcome to book in a time with the team to discuss any concerns with child development or 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 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. Examples of this could be a new baby, parents' separation, a new partner or any bereavement. All information shared will be kept confidential unless there appears to be a child protection issue.
- 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 other children. This will be recorded on an incident form via Family and the parents will be informed either by telephone or verbally in person depending on the nature of the incident.

Procedure for Staff Dealing with Negative Behaviour

- The adult involved will let the directors know of any significant incident when it occurs both verbally and in written form using an official Incident Form.
- Wise Owls will inform the instigator's parents/carers either by phone, Family or on pick up depending on the severity/ timing of the incident. We will endeavour to reassure the parents/ carers that it was dealt with appropriately and encourage them to inform us of any similar incidents observed at home.
- Parents/carers will acknowledge the incident form via Family.
- We will also inform the victim's parents/carers either by phone, Family or on pick up depending on the severity/timing of the injury. We will endeavour to reassure them that the incident was dealt with appropriately following our behaviour policy.
- We will endeavour to work with the family to resolve any persistent behavioural issues. However, we understand that 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 respond positively to children who constantly seek attention or are disruptive. Should a negative behaviour continue we will discuss with parents the use of an Individual Plan to enable all adults involved with the child to respond consistently.
- 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 Health Visitor, local Early Years Team or other relevant advice services such as Brighton and Hove Inclusion Support Service (BHISS) for confidential advice.

- Concerns that could identify a particular child are kept confidential and only shared with people who need to know this information.

Linked Policies

Aims, Values and Principles Policy, Anti Bullying Policy