

CASTLE DOUGLAS NURSERY (ELCC)

BEHAVIOUR MANAGEMENT POLICY

For the Nursery to function effectively there must be an agreed framework of community rules which is the basis for discipline and acceptable behaviour within the class. Staff recognise that we have a duty to safeguard the well-being of users and that the rules should contribute to providing a safe, stimulating environment in which the potential for children's learning and development is at its best. The purpose of having rules is to enable all children to flourish. By promoting good behaviour, co-operation and a caring attitude the group aims to help children develop a sense of responsibility and well being for themselves and others.

The Nursery aims to treat everyone as an individual whilst encouraging self awareness and an appreciation of how an individual's actions affect others.

With this in mind we will:

- Establish class rules which set out the codes of conduct and behaviour expected in the group.
- Attempt to include the children, as well as parents and carers, in drawing up ground rules.
- Inform parents, carers and children of the rules and check that they are understood and accepted.
- Provide explanations for why a particular rule should be respected.
- Encourage all adults to provide positive role models by showing consideration, good manners and respect to and for others, including the children.
- Praise and encourage positive behaviour.

- Provide opportunities for freedom, self-expression and exploration without threatening the enjoyment of others.
- Help children develop a good self-image and acquire self-discipline.
- Understand age/stage appropriate behaviour
- Be able to differentiate between deliberate and accidental occurrences
- Use appropriate language and establish eye-contact when talking to the children
- Deal sensitively with anyone not behaving appropriately/acceptably
- Offer fair and consistent treatment for misbehaviour
- Work with parents and carers to promote acceptable behaviour
- Review the rules periodically to ensure they are still appropriate

Sometimes, despite the best efforts of staff children will transgress and some form of discipline or sanction has to be applied. In such cases disapproval of the action should be registered immediately. Where possible one member of staff should deal with the child/ children concerned. This may take the form of:

- A firm warning
- Saying no
- Removing a child from the scene for a short period of time (one minute for each year of age)
- Say sorry- Child to acknowledge why their behaviour was unacceptable and dealt with as above

Once the incident has been dealt with, staff will build bridges to enable the child to reintegrate positively with the group and the people involved.

CHILDREN WILL NEVER BE SMACKED, SHAKEN,
HUMILIATED, RIDICULED, ISOLATED, THREATENED OR
MADE TO FEEL UNWANTED OR UNDERVALUED BY ANY
ADULT WHILST IN THE CARE OF THE Nursery.

When a child's behaviour is giving rise to concern the staff will make every effort to understand why a child is acting that way and will consult with the parents and carers to identify ways in which the child can be supported. It may be decided to call upon support from outside agencies. Confidentiality must always be respected.

Fiona Baird

Updated January 2019

Next update due January 2021

