



## **BEHAVIOUR AND DISCIPLINE MANAGEMENT PROCEDURE**

- Farthing Wood Private Day Nursery believes in promoting positive behavior.
- We aim to encourage self-discipline, consideration for each other, our surroundings and property.
- Staff always treats 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
- By praising children and acknowledging their positive actions and attitudes, we hope to ensure that children see that we value and respect them.
- Children must be encouraged to recognize that bullying, fighting, hurting and racist comments are not acceptable behavior. We want children to recognize that certain actions are right and that others are wrong.
- Nursery rules are concerned with safety and care and respect for each other. Children, who behave inappropriately, whether physically abusing another child or adult e.g. biting, kicking or verbal bullying, may be removed from the group. The child who has been upset will be comforted and the adult will confirm that the other child's behavior is not acceptable. It is important to acknowledge when a child is feeling angry or upset that it is the behavior we are rejecting not the child.
- 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 individual feelings so that we can

help them to understand how others might be feeling.

- Children will know that they have equal rights and that those rights will be protected i.e. if a child is playing with a toy and another child takes it, an adult will help them preserve the right to finish using it but also encouraged to share with others.
- Childcare practitioners are expected to model behavior that they would expect from a child. Furniture should be moved quietly when setting up activities etc. Careful consideration will always be given to the way that materials and furniture are arranged, ensuring that the layout is one which encourages appropriate behavior. One example of this is to make sure that the water is located away from the book area.
- How a particular type of behavior is handled will depend on the child and the circumstances. It may involve the child talking about the particular situation and thinking about what he/ she has done, and action taken to correct the situation, e.g. understanding the other child's feeling and apologising.
- Parents will always be informed if the situation is reoccurring or a child is harmed in the situations that arise. Each child remains confidential to the other child's parents/carers.
- Our ultimate aim is that we will work in partnership with parents to lay foundations from which children will grow into happy, safe, self confident, well adjusted individuals.
- **Adele Carney** is the named Behaviour Management person and has attended relevant courses and continues to do so. Adele has attended '@Promoting Positive Behaviour' and is in the process of attending 'Understanding Behaviour' training.

## **Behaviour Policy Guidance for Staff.**

### BE CALM

Staff should at all times remain calm when dealing with a difficult situation, while presenting a confident persona to the child.

This emotional distance is a vital tool in remaining in control of the situation, thereby giving the child a feeling of security while they regain control over their emotions.

### BE CONSISTANT

Perhaps one of the hardest things to achieve during a busy day but a vital one, in determining clear boundaries for the children in your care.

As if X behavior always results in Y consequence, then eventually the child will remember and understand this and begin to learn to control their emotions/actions.

### BE CLEAR

Be clear about your expectations of what constitutes negative behavior and stick to these. What is unacceptable one day, should still be so the next day. It is worth remembering that if you respond to every minor misdemeanor, you'll be reinforcing negative attention seeking behavior.

### BE CARING AND CREATIVE

Be flexible in your application of sanctions, as not all misdemeanors will merit the same sanction. They could include denial of a favorite toy, book or item of dressing up clothing. But ultimately whatever sanction you impose will be determined on a number of factors, ranging from the severity of the incident, the age of the child. and the circumstances in which it happened.

### TEAMWORK

This is without doubt an integral part of the day to day

operation of the nursery, as well as being essential in dealing with behavioral issues in a firm, fair, consistent and caring manner. In practice this means that if a member of staff has dealt with an incident and imposed a sanction, then other members of staff should support their decision, by making it clear to the child that you agree with how the matter has been handled.

For example: a member of staff could say to you "please don't pick up that child just now as I have sat him/her out for .....". This then presents a united front to the child enabling them to feel more secure.

Reviewed October 2016

Next Review date October 2017