

The Teddy Bears Inn Day nursery believes that children flourish best when they know how they are expected to behave. Children gain respect through interaction with caring adults who show them respect and value their individual personalities. Positive, caring and polite behaviour will be encouraged and praised at all times in an environment where children learn to respect themselves, other people and their surroundings.

At The Teddy Bears Inn Day Nursery it is our belief that it is necessary to impose some boundaries of behaviour in order to protect the safety of the children in its care and the practitioners working in the provision with the children.

Within our nursery we hope to set these boundaries in such a way that the children develop an awareness of the significance of their own behaviour upon their own environment and on the other people around them. Although these restrictions and boundaries are needed, we will aim to keep restrictions on a child's natural desire to explore their environment as well as develop their own personal ideas and concepts to the very minimum.

Should the nursery feel the need to apply any sanctions due to unacceptable behaviour the staff must take into account the child's age and at which stage of development that the child is at. The action taken should also be relevant to the child's behaviour. It must be fair. If children have a special educational need this should be taken into account. Individual education programmes should be followed.

The Teddy Bears Inn Day Nursery believes that all behaviour issues should be a two-way process; in relation to this the Nursery Manager will ensure parents/carers are always fully informed about their child's behaviour as well as the support and action being taken to modify any unacceptable behaviour by their child.

The named person (Michelle Williams) for managing behaviour will advise other staff on behaviour issues and along with each room leader will keep up-to-date with legislation and research and support changes to policies and procedures in the nursery; access relevant sources of expertise where required and act as a central information source for all involved; attend regular external training events, and ensure all staff attend relevant in-house or external training for behaviour management. A record will be kept of staff attendance at this training.

Any forms of corporal punishment (slapping, smacking or shaking) are not and will not be acceptable. They will NEVER be used in The Teddy Bears Inn Day Nursery. A child may be restrained if there is a serious risk to their safety or the safety of others, also if they are causing serious damage to property. This restraining must be done in the correct way and every effort must be made to keep this restraint comfortable and to a minimum and this will be recorded on a physical intervention form.

Parents/carers should feel free to come at any time and discuss any concerns they may have with the nursery manager and/or key person. All matters will be treated in the strictest confidence.

The nursery believes in the promotion of a child's positive behaviour – staff should always be focused on this. We actively encourage self-discipline, consideration of

others, surroundings and property this will be encouraged and reinforced within the nursery. This should be carried out through out all the children's daily routines, not just when conflict or inappropriate behaviour arises.

Children should always feel that they are valued and respected, this should be done by praising them and acknowledging their positive actions and attitudes, and this should be constantly reinforced and communicated with the parents. It is important praise is focused on actual actions and carried out in a meaningful way which children understand.

The Teddy Bears Inn Day Nursery sets certain rules, which are concerned with safety, care and respect for each other. In the event of a child behaving inappropriately by physically abusing another child or adult or by verbal bullying, that child should be removed from the group or situation. The child who has suffered the actions of the other child should be comforted and the adult in the situation should confirm that the behaviour was wrong and was not the fault of the upset child. When the adult speaks to the child who has acted in an inappropriate manner it is important to make them understand that their behaviour was wrong and why (There maybe a small number of children for whom this is not applicable). Children should be aware it is the behaviour being rejected not them. However in some circumstances it may be safer and more appropriate to move the rest of the children away from the situation.

When dealing with a child's behaviour it is important to handle it individually to that child, staff need to think of several key points, the age of the child, is the behaviour normal for this child or is it a one off, is anything going on at home, was the child provoked and is the child already very sorry. It may be that asking the child to consider what they have done is fine, time out may be used or a child may not be allowed to choose their own activities for a short period of time. Children should be encouraged to say or show that they are sorry for their inappropriate behaviour. On occasions it may be that rewarding the other children in the group for behaving in an appropriate way works better than punishing the inappropriate behaviour.

The individual needs of a child must be considered. If the boundaries of the nursery are unattainable for a child due to any developmental, personal, social, emotional or physical issues the boundaries and sanctions should be adapted in order to achieve inclusive practice for that child. This should be carried out with complete consistency and only after discussions with Michelle Williams the nursery manager and behaviour management co-coordinator. The child's parents must also be involved in this decision.

In extreme cases children will be removed from the environment or garden until they have calmed down and reflected on their behaviour. Parents will always be informed if their child has upset or hurt someone else; they should also be told what action the staff took.

Parents may be asked to meet with staff to discuss their child's behaviour, so that if there are any difficulties we can work together to ensure consistency between home and nursery. In extreme cases we may request additional advice and support from professionals such as the Educational Psychologist or Child Guidance Counsellor.

Children should be shown non-aggressive ways to enable them to express their feelings to both children and staff – for example a child might be shown that if they would like that toy they should ask nicely, if this doesn't work telling the staff they would like a turn please is a good idea, when the child does use this form of communication the adults in the environment need to reinforce this behaviour with lots of praise. The key person should be providing planned opportunities for children to practice these skills in a controlled environment.

Children 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 feelings and to help them understand how others might be feeling.

Children must be encouraged to recognise that bullying, fighting, hurting and racist comments are not acceptable behaviour. Children need to know the difference between right and wrong.

If it is deemed that in order to achieve a safer environment for all the children including the child with behavioural issues, then the nursery will provide extra supervision for that child.

The Teddy Bears Inn Day Nursery has a key person policy and this needs to be constantly referred to when dealing with children's behaviour. It is the believe of The Teddy Bears Inn Day Nursery that by providing all children with a key person as well as a supporting key person we will be able to provide the stimulation and emotional support a child needs. This will have a positive impact on the children's behaviour.

There need to be constant provisions in all seven learning and development areas of the Early Years Outcomes (2014). Allowing children this freedom will prevent some frustration. Often negative behaviour is merely the result of a child's failure to comply with a group or an adult wishes. This is not the case at The Teddy Bears Inn Day Nursery.

Staff at The Teddy Bears Inn Day Nursery are encouraged to act on the whole situation so any behavioural issues should be closely examined to find the cause. For example did something change at home, or did the practitioner miss was happening just before and incident occurred.

Staff at the Teddy Bears Inn Day Nursery are encouraged and provided with in house and out of house training on behaviour management. If the named person (Michelle Williams) feels the need for a staff member to take extra training due to observations she has the right to do so.

The Teddy Bears Inn Day Nursery hopes that by promoting good behaviour, co-operation and a caring attitude, the children we care for will develop as responsible members of society.