

BARNIES DAY NURSERIES AND OUT OF SCHOOL CLUBS

ENCOURAGING GOOD BEHAVIOUR POLICY

Children are taught to develop social skills, by encouraging them to care for each other, the environment and animals or to co-operate when in groups and settle any disagreement by negotiation.

All staff are issued with guidance on positive behaviour management at induction and are encouraged to use redirection or intervention techniques in order to prevent children from becoming frustrated, unable to cope with a situation or challenging.

Children should be given clear, consistent boundaries at all times. Under the Managers direction and guidance, the staff and children will set ground rules which will help to agree what is considered to be unacceptable behaviour. The handling of such behaviour will be positive to encourage and promote an acceptable behaviour. If, in extreme cases, a child becomes disruptive or the situation may be considered unsafe for the child or other people, it may become necessary to remove him/her from the group allowing time for the child to calm down. A child should never be left alone, shamed or humiliated.

Incidents and situations will be monitored and assessed for signs of bullying. Children will be encouraged to report such incidents and staff ensure that time is given to listen. Isolated children will be encouraged to integrate.

If a child is continually unhappy, difficult or challenging then this will be discussed with the parent(s) and an agreed action plan drawn up. This will ensure that both the staff and parents are working in partnership to encourage and promote good behaviour. Outside help may be sought if it is considered appropriate and agreed. In extreme cases it may be necessary to exclude a child on a temporary or permanent basis.

Depending on the level of understanding and maturity children will be encouraged to take an active part in the implementation of the "ground rules". These will be reviewed and agreed periodically as necessary.

No child will ever be punished by the denial of food or drink, any form of smacking, slapping or shaking. These punishments cannot be justified under any circumstances.

Behaviour Management is controlled and monitored through the Manager or acting Manager in his/her absence. Records of incidents will be recorded when necessary and discussed with parents accordingly.

Barnies operates a confidentiality policy in all aspects of its operations and procedures. This policy is governed by its contents.

This policy will be reviewed on an annual basis or whenever further legislation or good practice guidelines are introduced which may require amendments to its constitution.

Ann Windsor
Proprietor

Amended annually in October