

# **BARNIES DAY NURSERIES AND PRESCHOOLS**

## **ENCOURAGING GOOD BEHAVIOUR POLICY**

Children are taught to develop social skills, by encouraging them to have care and respect for each other, the environment and animals. Children are encouraged to demonstrate their understanding of why behaviour rules are in place and recognize the impact their behaviour has on others. As they develop and understand their social skills, they are encouraged to demonstrate higher levels of self-control, self-regulation, to co-operate when in groups and to learn to settle any disagreement by negotiation. Children will be encouraged to have a positive attitude to learning through high levels of curiosity, concentration and enjoyment whilst they develop a sense of right and wrong.

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 become challenging. The ABC (Antecedent, Behaviour and Consequence) approach is used to help staff identify and disperse potential difficulties before they arise and they are encouraged to take swift and effective action.

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 them 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. As part of the developmental process sometimes there may be an incident where another person is harmed, such as hitting or biting. Should this occur the incident will be recorded and the parent(s) of both parties informed. However, the identity of the other child will remain confidential.

Through tracking and observing incidents using the ABC approach staff may be able to identify potential triggers for the behaviour and develop a more proactive approach. Sharing this information with the parents of a child that is continually unhappy, difficult or challenging will support an agreed action plan to ensure that staff and parents are working in partnership to encourage and promote good behaviour. However outside professional 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 and concur with the fundamental principles of the British Values, see British Values Policy.

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 their absence. Records of incidents will be recorded when necessary and discussed with parents accordingly. High levels of incidents will be investigated and reviewed. If there is a need for restraint where manual handling of a child becomes necessary the incident will be recorded and shared with parents.

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.