



## The Wye Nursery Policies and Procedures

### **Behaviour Policy**

**The Wye Nursery believe that children will flourish best in an atmosphere of mutual respect and encouragement where everyone knows what is expected of them. However, there are rules relating to behaviour and safety that do apply to ensure a high standard of safety and supervision.**

**Clear boundaries must be set for children's behaviour and unwanted behaviour will be responded to appropriately according to the child's age and level of understanding.**

**The Wye Nursery encourages and recognises positive, caring and polite behaviour and provides an environment where children learn to respect themselves, other people and their surroundings.**

We Will:

- Treat all children as individuals.
- Recognise that some unwanted behaviour is linked to developmental milestones such as "terrible two's".
- Adopt a consistent approach about managing inappropriate behaviour.
- Create an atmosphere of mutual respect.
- Demonstrate a patient, caring and friendly attitude towards the children.
- Listen to and value what children have to say.
- Help children learn about what is right and wrong.
- Never punish a child physically or emotionally.
- Only physically intervene in a situation to prevent personal injury, injury to others or serious damage to property. This will be recorded on an incident report form and the parents informed.
- Behave professionally to each other.
- Act as positive role-models and encourage parents to do so.
- Reward achievement and positive behaviour with praise and positive attention.
- Challenge inappropriate behaviour without adopting a negative attitude towards a child.
- Never deprive a child of their mealtimes or a drink.
- Work in partnership with parents by being honest and open about their child's behaviour at nursery.
- Encourage children to deal with conflict peacefully.
- Provide activities and stories to help children to learn about accepted behaviours.
- Not tolerate behaviour such as violence, bad language, physical abuse, threats or bullying.
- Treat any behavioural concerns with the strictest confidence.
- Promote empathy and encourage the children to say sorry to each other.



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### **Behaviour Management Procedure.**

- The member of staff who is present should deal with the unacceptable behaviour straight away.
- Explain to the child/children why the behaviour is not acceptable.
- Staff will try to distract the child from the situation.
- If the unacceptable behaviour persists, the child may be withdrawn from the activity or group for a short period of time.
- It may be necessary to restrain a child to prevent personal injury or injury to others. If this happens, an incident form is to be written and parents informed.
- If the unacceptable behaviour continues, parents will be informed and may be asked to attend a meeting with the manager to discuss strategies which can be used at home and at nursery to ensure consistent boundaries are in place for the child.
- Should the child's behaviour continue to be unacceptable once all these steps have been taken, it may become necessary to involve other agencies/professionals for additional advice and support for both the setting and the family.

### **Bullying**

**The Wye nursery are committed to providing an environment for children that is safe, welcoming and free from bullying. Bullying of any form is unacceptable at The Wye Nursery, whether the offender is a child or an adult.**

**The Wye Nursery defines bullying as the repeated harassment of others through emotional, verbal, physical or psychological abuse.**

- The manager and all other staff will make every effort to create a tolerant and caring environment in the nursery, where bullying behaviour is not acceptable.
- Staff will discuss the issues surrounding bullying openly, including why bullying behaviour will not be tolerated and what the consequences of bullying behaviour will be.
- All incidents of bullying will be addressed thoroughly and sensitively.
- Children will be encouraged to immediately report any incident of bullying that they witness. They will be reassured that what they say will be taken seriously and handled carefully.
- Staff have a duty to inform the manager if they witness an incident of bullying involving children or adults at the nursery.
- If a child or member of staff tells someone that they are being bullied, they will be given the time to explain the situation and reassured.
- The victim of the bullying behaviour will be helped and supported by the staff and management. They will be closely supervised, and their welfare checked on regularly.
- Bullying behaviour will be dealt with as set out in the behaviour management procedure.



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- The other party will be encouraged to discuss the situation, and this will be investigated by the manager.
- If bullying behaviour persists between staff members, the disciplinary process may have to be implemented by following the nursery **disciplinary procedure**.

### **Biting**

**The Wye Nursery recognises that children can sometimes bite others. Usually, this is not malicious and is an isolated incident caused by frustration.**

**If there is an incident of biting, the behaviour management policy is followed along with the illness and injuries policy which ensures parents/carers are made aware of the incident and/or injury as well as it being recorded.**

**Staff are unable to disclose to parents the other child involved in the incident due to confidentiality rules and data protection.**