

Cherrytree Nursery School Ltd

Behaviour Management Policy

We believe that children and adults flourish best in an ordered environment in which everyone knows what is expected of them; and where children are free to develop their play and learning without fear of being hurt or hindered by anyone else. We aim to work towards a situation in which children can develop self-discipline and self esteem in an atmosphere of mutual respect and encouragement.

In order to achieve this:

Rules governing the conduct of the group and the behaviour of the children will be discussed and agreed within the Nursery and explained to newcomers, both children and adults. All adults in the Nursery will ensure that the rules are applied consistently, so the children have the security of knowing what to expect and can build up acceptable habits of behaviour. All adults will provide a positive model for the children in regard to care, courtesy and friendliness, and will praise and endorse desirable behaviour such as kindness and willingness to share.

If children behave in unacceptable ways:

Physical punishment, of any kind, will not be used or threatened.

Techniques intended to single out and humiliate individual children will not be used.

Children who misbehave will be assessed by an adult to see what is wrong and what support is needed to work towards a better plan. Where appropriate this might be achieved by a period of 'time out' with an adult.

In cases of serious misbehaviour, the unacceptability of the behaviour and attitudes will be made clear to the child by means of explanations rather than personal blame.

In any case of misbehaviour, it will always be made clear to the child (children) in question that it is the behaviour and not the child that is unwelcome.

Adults will not shout or raise their voices in a threatening way.

Adults in the Nursery will make themselves aware of, and respect, a range of cultural expectations regarding interactions between people.

Any behaviour problems will be handled in a developmentally appropriate way, respecting the individual child's level of understanding and maturity.

Recurring problems will be tackled by the appropriate staff, in partnership with the child's parents, using objective observation records to establish an understanding of the cause.

Adults will be aware that some kinds of behaviour may arise from a child's additional needs.

If a child needs to be restrained:

The Nursery cares for the children in a way which will not harm them. If a child needs to be restrained for their own, or other children's safety, this will be done in a sympathetic manner, and in a way which will not cause harm, alarm to children, or distress.

Abusive or threatening behaviour

The Nursery has a zero tolerance policy towards violent, threatening or abusive behaviour.

The staff in this Nursery have the right to work in an environment free from violent, threatening or abusive behaviour and everything will be done to protect that right.

At no time will any violent, threatening or abusive behaviour be tolerated in this Nursery.

If you do not respect the rights of our staff, we may choose to inform the police and make arrangements for your child to be removed from the Nursery.

The designated person responsible for overseeing behaviour management in the Nursery is Carol Ellis (Newtown) or Sharon Nichols (Kingsnorth Road).