

## Behaviour Policy

### Policy statement

Alcester Nursery Studio Ltd believes that children flourish best when their personal, social, and emotional needs are met and where there are clear developmentally appropriate expectations for their behaviour.

### Aim

In the Early Years Foundation Stage, children are still learning about boundaries and what is acceptable in terms of behaviour. We teach tolerance and patience to help our children develop into kind and well-behaved members of society. Our named person is **Jess Quiney** who has overall responsibility for supporting Personal, Social and Emotional development including issues concerning behaviour. We aim: -

- To promote positive behaviour
- To provide a harmonious, fair, consistent, and safe environment for all
- To provide an environment where effective teaching and learning can take place
- To help children feel good about themselves and achieve their potential considering a child's stage of development and emotional needs.
- To encourage self-discipline and help children to make positive choices and develop an understanding of the impact of their behaviour on others

### The aims of the policy will be achieved through:

- A clear understanding by all of what is acceptable behaviour and how it is maintained
- Staff modelling positive behaviour and language
- A consistent whole setting approach to reinforce and maintain high standards of behaviour
- Liaison with parents and carers
- The curriculum for personal, social, and emotional development

### Responsibilities:

The board of directors has overall responsibility for the implementation of the Early Years Behaviour Policy of Alcester Nursery Studio Ltd

The board of directors has overall responsibility for ensuring that the physical Early Years Behaviour Policy, as written, does not discriminate on any grounds, including but not limited to: ethnicity/national origin, culture, religion, gender, disability, or sexual orientation.

The board of directors has responsibility for handling complaints regarding this policy as outlined in the Alcester Nursery Studio Ltd.'s complaints policy.

The manager will be responsible for the day-to-day implementation and management of the Early Years Behaviour Policy of Alcester Nursery Studio Ltd. Staff, support staff and volunteers, will be responsible for following the Early Years Behaviour Policy.

### **All children will be encouraged and supported to enable them to:**

- Follow adult directions
- Move around the setting safely and appropriately
- Respect themselves, other people, and the setting environment
- Make informed choices developing an understanding of their impact on others
- Not hurt others physically or verbally
- Speak kindly to others.
- Always walk inside.
- Look after and use appropriately, the equipment both inside and outside.
- Share and take turns.

### **Strategies to meet the aims of the policy include:**

- Positive reinforcement through body language, (thumbs up, a smile etc.)
- Spoken praise which is specific to the child and the situation
- Positive feedback to parents
- High levels of staff engagement with the children.

### **Strategies to improve behaviour include:**

- Persistent disruption
- Refusal/ non-compliance
- Violence of any kind (pushing, hitting, kicking, spitting, biting)
- Racial or verbal abuse (name calling, teasing)
- Using bad language
- Damage to property
- Stealing
- Telling lies, blaming others
- Persistent unacceptable behaviour

### **If the unacceptable behaviour continues, then the following gradual response strategy should be used:**

- Remind and highlight desirable behaviour using visual prompts if needed.
- Minor matters will be dealt with by the adult getting down to the child's level, explaining why the behaviour is Unacceptable (considering the child's developmental age) and giving alternatives where possible.

If the behaviour persists the staff member will offer the child an alternative activity which will be supported by an adult.

Staff may remove the child to a quieter area to give them time to calm down and to speak to them about their behaviour

If appropriate, during the discussion ask the child how they can make the situation better and support them in this action. If the behaviour is out of character or persistent, the key person will discuss with the child and their parents.

### **Extreme or serious behaviour incidents**

If there is a case of serious or extreme behaviour, staff will give a verbal instruction whilst approaching the situation.

If necessary, staff will intervene using as little physical contact as possible. Staff will not restrain children unless there is an immediate risk of injury to the child or others. If restraint is used it must be recorded (see appendix), reported to the manager of the setting and a behaviour plan put in place as soon as possible.

In the case of persistent concerning behaviour, a behaviour plan will be put in place and agreed by the SENCO, key person, and the child's parents.

An Individual behaviour programme will be agreed with parents giving clear aims and strategies to be used. This will be regularly reviewed with parents. This will be discussed at staff meetings to ensure a consistent approach across the setting.

This policy was adopted by

Alcester Nursery Studio Ltd *(Name of provider)*

On

April 2021 *(date)*

Date to be reviewed

April 2022 *(date)*

Signed on behalf of the provider

Name of signatory

Role of signatory (e.g., chair, director, or owner)

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