

BEHAVIOUR POLICY – EARLY YEARS

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Our Early Years Behaviour Lead is Hafsa Patel.

Our approach to promoting positive behaviour and challenging inappropriate behaviour is outlined below:

- Use positive feedback to promote positive behaviour and discourage inappropriate behaviour;
- Use positive language 'Say what you want not what you don't want';
- Focus on the behaviour not the child;
- Set clear boundaries which are fairly and consistently applied by all;
- Build respectful relationships;
- Teach and model "good" behaviour;

All staff, volunteers and students will:

- Provide a positive model of behaviour by treating children, parents / carers and one another with friendliness, care and courtesy;
- Work in partnership with children's parents / carers by ensuring that they are regularly informed of their child's behaviour by their key person. Where there is recurring inappropriate behaviour parents and staff will work together to decide jointly how to respond appropriately;
- Never use physical punishment, such as smacking or shaking. Children are never threatened with these;
- Do not shout or raise our voices in a threatening way;
- Do not use techniques intended to single out and humiliate individual children;
- **ONLY** use physical restraint, such as holding to prevent physical injury to children or adults and/or serious damage to property. In the event that this action is taken, it will be logged, and the parent / carer will be informed on the same day by the Early Years Manager about the incident;
- Use of 'time out' (only when the behaviour has occurred persistently) to provide an opportunity for the child to reflect on inappropriate behaviour.

Rewards and Sanctions: Early Years

We adopt a strategy of verbal praise and encouragement, and in extreme cases, children will be verbally reminded about their behaviour. We believe that carefully chosen words, dependent upon circumstances, will lead to a mutual understanding between child and staff. Children must be fully aware of our expectations of acceptable behaviour; they must understand how positive behaviour is rewarded and unacceptable behaviour sanctioned.

Provided this is continued at home, the child will undoubtedly develop in a way which is socially acceptable not only in the early years setting but also at home and in the outside world.

Rewarding good work and positive behaviour

- Verbal praise and encouragement

- Stickers and stamps
- Individual reward system
- Child's name is noted on the happy sun for the duration of the session
- Individual certificates
- Informing parents of their child's good behaviour and work
- Treasure Jar

To help promote the children's PSED skills and positive behaviour; the children work together to fill a treasure jar. Once the jar is full the children will receive a treat to celebrate their achievement. As part of our instant reward, mini certificates are handed out to the children which are then displayed in the foyer on the WOW board for the parents to see and then take home.

Sanctions for unacceptable behaviour

- Child's name is noted on a sad cloud for the remainder of the session
- 'Time out'

If a child continues to act in an inappropriate way, then they will be removed from the situation and given "time out" with a member of staff in the same vicinity of other staff members. Time out is used to give children the opportunity to reflect on their behaviour. After the appropriate time out, usually 3/4 minutes, the staff member will explain to the child why their behaviour was unacceptable and after which the child will be allowed to participate.

- Inappropriate behaviour will also be logged on the behaviour record log and parent / carer will be informed via a behaviour slip.

When behaviour becomes a serious cause of concern

Should there be a concern that a child is behaving in a way which is continually disruptive, inflicts physical harm, is threatening or puts in danger their own, or any other child's safety, then we will monitor this behaviour, record it in the behaviour record log, make the parent aware of the behaviour and invite the parent to a meeting in school to discuss further. At the meeting an Individual Educational Plan will be jointly developed. The plan will identify purposeful and achievable targets for the child to achieve which will reinforce positive behaviour. We may also with parent's / carer's consent consult with Kirklees Council's Education Officer so that they can also provide support and guidance.

Should the behaviour continue, then we will ask that the child be removed for a period of one week, this is to allow the other children a period of respite.

When the child returns to nursery we will continue to work with the child and parent / carer to monitor the situation for a period of two weeks. If the child is continuing to cause concern for the safety and wellbeing of other children, then a further meeting with the parent / carer to discuss one to one care (payment of which will have to be met by the parent / carer) or alternatively that the child be removed from Rida Early Years Nursery once a period of one week's notice is passed.