



Oscar Bears' Day Care

Oscar Bears Day Care - Behaviour Policy

Aim

This policy aims to set out the ways in which behaviour and discipline is dealt with. This policy has been adopted by all staff and is shared with all parents whose children attend the setting.

Oscar Bears Day Care welcomes comments and suggestions to build upon this policy.

Staff at Oscar Bears Day Care believe that everyone in our community should respect and trust one another. Thus fostering a caring and positive community in which children can grow and develop to their full potential.

It is our aim for children to be provided with opportunities to develop...

- **Respect** for themselves, for one another, for the nursery and environment and for others property.
- **Understanding** of other people's feelings, views and to be tolerant towards others.
- **Responsibility** to enable children to have an increased responsibility for their own actions. In particular in relation to their behaviour and the consequences of their behaviour.
- **Fairness and equality**, teaching children how to share and to give one another an equal chance.
- **Kindness** to promote acts of kindness in each other and encourage children to be gentle to one another.

These values are modelled in the behaviour of our staff.

Promoting positive behaviour

At Oscar Bears Day Care we believe that encouraging and praising positive behaviour is the best way in which to discourage undesired behaviour.

We acknowledge good behaviour such as kindness and willingness to share.

We assist children in managing their own behaviour, for example visual reminders placed around the nursery.

Storage is clearly labelled with words and pictures.

Children are encouraged to say please and thank you.

Children are encouraged to take turns with one another, this includes turn taking within conversation.

Staff discuss with children and seek their views on simple health and safety rules, such as no running, washing their hands etc...

Children are reminded about looking after the nursery belongings. Staff ask children to tell them about any broken toys. Children are asked to help mend torn books thus promoting children's individual feelings of responsibility.

Staff ensure that the playrooms are well presented in a fun and stimulating way and kept clear from clutter.

When setting out activities they ensure that there is enough equipment for all children to access. We recognise that children will always have 'favourite toys' and staff will ensure that children are supported in sharing this equipment fairly.

Staff will develop a universal signal for tidy up time.

Staff ensure that children's individual daily routines are upheld as well as nursery routines. This helps develop a Childs sense of security and belonging.



Staff regularly discuss expectations with the children and ask them to share their views for example during circle time.

Challenging negative behaviour

It may be that even with all the above strategies successfully put in place situations may arise that will require to be challenged.

Between the ages of 0-5 years children will display a range of emotions and behaviour which is to be expected. Staff have the challenging job of ensuring that all children are set clear and consistent boundaries whilst also being considerate of the child's individual needs, for example being new at nursery or cutting teeth.

Any intervention will be low key. Staff will intervene with a positive statement for example 'If you want to run maybe you could do it outside?'. This also gives children a choice to manage their own behaviour.

Staff will offer an explanation to why behaviour is unacceptable 'There is not enough room to run indoors, you could hurt yourself or one of your friends'.

All behaviour management is age and stage appropriate.

Challenging hurtful behaviour

Oscar bears day care takes any hurtful behaviour very seriously, however we recognise that most of the time any hurtful act that a child carries out (at this age) is usually momentary and spontaneous. Most Children under the age of five will at some point say or do something hurtful to another child, usually when emotions are running high.

If something hurtful has been said or done to a child it will be the child who has been hurt who will be dealt with first. This may mean acknowledging that the act (not the child) was not very kind and offering comfort.

We offer explanations to the child who has engaged in the hurtful behaviour as to why this was unacceptable, we also listen to the child if they wish to offer an explanation as to why the behaviour has taken place.

If appropriate we may remove the child from the situation in order to calm them down.

We do not force a child to say sorry but strongly encourage this even if it is a hug/kiss to demonstrate remorse.

We are aware that the same hurtful behaviour may be displayed several times until the child has developed the cognitive skills to recognise why the behaviour is wrong. During this time we will continue to work with the Childs parents, this may include developing further behaviour strategies dependant on the Childs age and stage of ability. Parents will be verbally informed of any hurtful behaviour that has taken place within the nursery (individuals will never be identified). Staff will reassure and work with parents over any hurtful behaviour that has taken place within the setting.

If hurtful behaviour becomes problematic we work with the parents to identify if there are any underlying causes and to work on a solution. With the permission of the Childs parents we may seek support from outside agencies.

Oscar Bears Day Care strongly believes that exclusion from nursery is detrimental to both the child and their family so this option will always be the last resort. Although we recognise that if the behaviour has become excessive and after working through all the above strategies there has been no improvement the child may need to be removed from nursery. This will be done in consultation with the Childs parents and when the Childs hurtful behaviour is affecting the other children in our care.

Biting

It is recognised that biting may be a stage of development in many toddlers (although some may never bite).

Children may bite due to teething, sensory exploration, to assert themselves or for cause and effect.

Oscar Bears Day Care provides teethers (and asks parents to provide the child's usual gel/granules), plenty of sensory toys and toys and activities that allow children to explore cause and effect in positive ways.



If biting does occur the child who has been bitten will be reassured and a qualified first aider will provide any medical assistance.

The child who has been bitten will be told in a clear and calm voice that biting is not kind. The child will then be moved to another space in the room and be given no positive or negative attention for five minutes.

Parents of the biter and bitten will both be informed, in line with our confidentiality procedure neither parent will be given the children's name.

We recognise that it is distressing for the parent to hear that their child has been bitten, but also recognise that biting is a normal stage of development and may happen even with the strategies in place. We will support parents with any concerns that they may have about the incident.

Both accident and incident forms will be completed and signed by the parent

Bullying

Bullying is not tolerated within the nursery either between the children or staff.

Our definition of bullying is when the person carries out a pre meditated act in order to purposely cause harm or distress to the other person. For this reason bullying is unlikely to be an issue in children under five, but staff will continue to remain vigilant on this issue.

Any allegations of bullying will be taken seriously and fully investigated.

Parents will be informed. We will work with the parents and the child in order to confront their feelings and ensure that the behaviour does not continue.

In the case of staff disciplinary procedures will begin.

Physical intervention

No child in our care will ever be subject to corporal punishment (smacking, hitting etc).

When a child is hurting another child or damaging property it may be that a member of staff has to physically intervene in the situation. This may include picking the child up or the staff member holding their arms in front of the child in order to stop kicking or hitting.

If a staff member has had to physically intervene an incident report will be written, the parents will be informed and asked to sign the incident report. The report will be held in the Childs file.

Written by: Laura Mills

Reviewed: October 2013

Review date: October 2014

