



Bearwood College
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NURSERY – BEHAVIOUR POLICY

Bearwood College is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers, pupils and visitors to share this commitment.

All outcomes generated by this document must take account of and contribute to safeguarding and promoting the welfare of children and young people at Bearwood College.

The Bearwood College Policy Documents are revised and published periodically in good faith. They are inevitably subject to permanent revision. On occasions a significant revision, although promulgated within College separately, may have to take effect between the re-publication of the entire set of Policy Documents. Care should therefore be taken to ensure, by consultation with the Senior Management Team, that the details of any Policy Document are still effectively current at a particular moment.

While this current Policy / Procedure may be referred to elsewhere in Bearwood College documentation including particulars of employment, it is non-contractual.

Authorised by the Headmaster on behalf of the Governors, following Resolution by the Board in January 2012

NURSERY - BEHAVIOUR POLICY

Staff will at all times treat the children with courtesy and respect. Parents and caregivers will be kept informed about nursery activities. We operate an 'open door' policy and welcome parents and caregivers to collaborate in the interests of the child, sharing their experiences and expertise with nursery staff, talking to staff about their child's progress and to look at the work their child has been doing.

In the daily activity of the nursery, independence and self-motivation are encouraged. We aim to provide an atmosphere, which provides positive encouragement, gentle guidance and mutual respect. Accepted standards of behaviour notably kindness to others, friendliness and courtesy, are reinforced and applied consistently. Under no circumstances are children threatened with or subjected to physical punishment; nor are they humiliated, shouted at, or held up to ridicule.

Where a child's behaviour is unacceptable, the relevant adult(s) explain(s) to the child why this is the case and support him/her in understanding how other behaviours are more appropriate. Bullying by a child is unacceptable in any form. Should this begin to occur, the involved parties would be involved in problem solving, commensurate with their level of maturity. Any explanation about behaviour is appropriate for the child's level of understanding and maturity.

Strategies to be discouraged	Positive Strategies
Specific naughty corner/chair. Shouting. Denying food. Physical punishment.	Give clear boundaries. All staff to be acting the same way. Discuss with the child how they are feeling and why they feel that way. Use the emotions posters to explain feelings. Remove the child from the source if the child is causing a danger to other children or themselves. Change the environment, scene or surroundings. Give specific positive feedback. Teaching skills and by being a good role model.

All our staff are consistent in their approach to behaviour management. Sometimes it is necessary to discuss behaviour management with parents to maintain this consistency in the child's home life.

Disruptive behaviour can sometimes occur as a result of a Special Education Need. If this appears to be the case our Study Support staff would be consulted and her advice followed.

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