



Behaviour Policy

All children have a right to feel safe and secure in our care.

Staff acting as role models and displaying considerate attitudes encourages acceptable social behaviour. Unacceptable behaviour is quickly identified and dealt with positively. Reasons are always explained to the child involved and good behaviour is always praised.

The parent/carer and child will be informed of the acceptable limits, and the consequences of failing to comply with them.

Staff will praise the children and give positive encouragement wherever possible, but unacceptable behaviour will be responded to, in private, in an appropriate way, taking full account of the child's level of understanding.

We will not tolerate bullying, harassment or intimidation and parents/carers will be informed if bullying persists. (See our anti-bullying policy).

We will not use or threaten to use any form of physical punishment. Children will never be shaken, humiliated, intimidated or shamed.

Staff will not use any form of physical intervention unless it is necessary to prevent personal injury to a child, other children, an adult or serious damage to property. Any incident will be recorded and the parent/carer informed of the incident on the day it occurred.

Behaviour that is likely to lead to the health and safety of others being compromised, is also not acceptable.

Any actions which are deemed to endanger the welfare of children or staff, will be dealt with following the Nursery's discipline and behaviour management policy.

We will gauge appropriate behaviour by the individual child's age, level of understanding and specific needs. Those children who have recognised behavioural difficulties will be given extra support to help them manage their own behaviour. We recognise that there may be special circumstances, which might affect a child's behaviour, and we will deal with this appropriately.

SUGGESTED SANCTIONS

- The incident will be discussed with the child and no further action will be taken.
- More serious misbehaviour will be discussed with the parent/carer at the end of the session.
- If the child continually endangers the health, safety or welfare of the other children or staff, a letter will be sent to the parent/carer.
- If there has been no improvement, the parent/carer will receive a letter warning that, if the misbehaviour continues, there is a risk that the child may be excluded.
- Should the misbehaviour continue, the child will be excluded. This will be discussed between the management and the parent/carer and the child when conditions may be put in place so that the child may return to the Nursery.
- In the event that a child commits an action of such seriousness that a second chance is inappropriate, Usk Nursery reserve the right to exclude that child immediately.

Parents/carers have a right to appeal to the Nursery owner in the first instance.

At all times the Nursery refers to the United Nations Convention on the Rights of the Child (UNCRC) in regards to behaviour management and endeavours to ensure the safety, at all times, of all the children in our care.