

Behaviour Management Policy Statement

Children develop at their own rates, and in their own ways. All children are unique and we believe this is the key to understanding children's behaviour.

Holy Cross Pre School supports children's behaviour by providing the following:

- A Behaviour Management policy and procedure which is followed by all who come into contact with children in our setting.
- A named practitioner responsible for Behaviour Management. This practitioner will have the necessary skills to advise other staff on behaviour issues and will access expert advice where necessary.
- A code of conduct outlining our expectations of staff in line with the EYFS safeguarding and welfare requirements, which states that corporal punishment will not be used.

We believe that all children are individuals and as such they will experience their own wide range of emotion, which are expressed, by a similarly wide range of behaviors. However, there are certain types of behaviour that are viewed as undesirable within the nursery as detailed below:

- It is absolutely unacceptable for children to use abusive language at any time.
- Bullying of other children is totally unacceptable, we expect considerate and courteous behaviour at all times. We consider bullying in many forms such as name calling, destroying someone else's efforts or even ignoring somebody else's wishes.
- Children are expected to play co-operatively with games and toys.
- It is imperative that children play safe. Toys must be kept either on tables or mats to avoid danger to others.
- Children are to use toys and equipment properly and not deliberately break them.
- Screaming and boisterous behaviour is unacceptable, although we expect an acceptable level of noise.
- Fighting will not be tolerated.

Nevertheless, we have specific procedures for handling any challenging and/or disruptive behaviour from the children.

These include:

- Discussing with the child the effect of their behaviour is having and the consequences.
- Encourage the child to put right a wrong.
- Time out of the activity/environment if the disruptive behaviour continues.
- Try to negotiate conditions for change in behaviour; for example, access or exclusion from favourite activity if there is no change.
- Exclusion from the Nursery/Kids Club will only follow when the above have made no impact.

The procedures are as follows:

1. Parents are requested to attend a meeting with the Manager and Key worker to discuss behavior and put in place support/behavior plan/actions required.

2. Verbal warning to the child with parent/carer present.
3. A written warning to parent/carer for persistent unwanted behaviour.
4. Any further letters will result in suspension or permanent exclusion from the nursery; to be decided by the Manager in consultation with the directors of Holy Cross Pre School Nursery.
5. Following suspension any further incidents upon return will result in permanent exclusion.

Suspension/permanent exclusion from Holy Cross Pre School Nursery/Kids Club is generally a last resort.