



Orchard House Behaviour Management Policy

At Orchard House we believe that children flourish best when they know how they are expected to behave. Children gain respect through positive interactions with adults who show them respect and value their individual personalities.

Good behaviour and clear boundaries are key factors in an educational and caring environment, children need a calm atmosphere in order for learning to take place.

At Orchard House we aim to help children develop a positive attitude towards themselves and others, to have a strong sense of self-respect and positive self-esteem. Children need to have set boundaries of behaviour for their own safety and the safety of their peers.

Within the setting we aim to set these boundaries in a way, which helps the child to develop a sense of significance of their own behaviour, both on their own environment and those around them.

We aim:

- To recognise the individuality of all our children.
- Encourage self-discipline, consideration for each other, our surroundings and property.
- Encourage children to engage in a wide range of group activities to enable them to develop their social skills
- Work in partnership with parents by communicating openly.
- By praising children and acknowledging their positive actions and attitudes. We hope at Orchard House to ensure that children see that we value and respect them equally.
- Promote non-violence and encourage the children to deal with conflict peacefully.
- Providing a key person system enabling staff to build a strong and positive relationship with the child and their families.
- To have a named person who has overall responsibility for issues concerning behaviour.

The named person Donna Bachelor/Sarah Day will keep up to date with legislation and research.

When children behave in unacceptable ways staff will not:

- Use Physical punishment such as smacking, shaking either by use or as a threat.
- Staff will not raise their voices in a threatening way.
- Children will be given 3 clear warnings about unacceptable behaviour within the group, before being given cooling down time (time out) for a maximum of two minutes.
- In any case of misbehaviour it will always be made clear to the child or children in question, that it is the behaviour and NOT the child that is unwanted.
- How a particular type of behaviour is handled will depend on the child and the individual circumstances. This may reflect in cooling down time where the child is asked to think about what they have done.
- Parents will be informed if their child is persistently unkind to others or if the child has been upset.

In all cases of inappropriate behaviour being displayed within the setting, will always be dealt with at the time of the incident and not punished again when going home.

Parents may be asked to meet with staff to discuss their child's behaviour, so if there are any difficulties we can work together to ensure consistency between home and nursery. In some cases we may need to request additional advice and support from other professionals.

We will complete confidential records of negative behaviour and the triggers, parents will be informed and asked to read and sign. Through partnership with parents and formal observations, staff will make every effort to identify unwanted behaviour and the causes.

From these observations and discussions an individual plan maybe put in place.

Children must be encouraged to recognise that bullying, fighting, hurting and racist comments are not acceptable behaviour, as we want to encourage children to know certain actions are acceptable and others are not.

Bullying takes place in many forms, it can be physical, verbal or emotional but it's always a repeated behaviour that makes other people feel uncomfortable or threatened.

Any form of bullying is unacceptable and will be dealt with immediately. By positively promoting good behaviour, valuing co-operation and a caring attitude at Orchard House, we hope to ensure that children will develop as responsible members of society.

23rd September 2024