

Stepping Stones Co-Operative Nursery

BEHAVIOUR POLICY

*Staff at Stepping Stones believe that all children are individuals who have rights and needs. Every child will be given the opportunity to develop their self worth through the experience of praise and success.

*Our named Behaviour Person is Jeanette Richardson who is responsible for Behaviour Management issues.

Their role;

- Available to discuss with all members of staff any child's Behaviour issues.
- To take part in meetings between Parents and Keyworker.
- To access outside Support if needed
- Support Keyworker and parents and monitor child's progress.

Experience Gained;

- Combating Bullying and Harassment in early years
- A positive approach to Behaviour
- A guide to behaviour Management

*Expert advice is accessible from Durham County and the child's Health visitor.

*Any form of Bullying verbal or physical is unacceptable.

*The children's level of understanding, experience and maturity will be taken into account.

*At Stepping Stones staff are consistent in setting limits for the children and always communicate with each other.

*Occasional aggressive outbursts are part of normal development. When these aggressive outbursts are persistent then this abnormal development.

*Staff are trained to deal with "difficult" behaviour and may use a number of methods to deal with a difficult situation;

- Modelling of appropriate behaviour
- Use praise and rewards

- Redirect the child/children
- Observe children and intervene early before difficult Behaviour occurs, e.g. biting
- Encourage children to share
- Talk calmly and listen to the children
- Appropriate sanctions will be used where necessary
- The child should be made aware that it is the behavior that is not acceptable not them

*Physical punishment is forbidden

*Staff must NEVER smack, tap, push, pull, throw, shake or handle a child roughly. Staff must never show verbal abuse e.g. humiliation, belittling or intimidation.

*Staff must NEVER force a child to eat or drink or deprive a child of food.

*In exceptional circumstances to prevent injury to the child, other children or an adult physical restraint is acceptable but would be recorded and reported to the parent on the same day.

*All new staff, students and volunteers are given a copy of Stepping Stones behaviour policy within the policy and procedures document. Policies are reviewed and discussed at staff meetings. Parents are made aware of all our policies and procedures and given a copy when starting nursery. Staff have ongoing discussions with the children to promote positive behaviour.

*The child's care is of paramount importance at Stepping Stones Co-operative Nursery.

*The physical or verbal abuse of any child in the nursery from a member of staff will result in immediate dismissal.

Date Reviewed: Oct. 15