St. Mary’s Nursery

*Where children shine*

**Safeguarding: Behaviour policy**

We **aim** to provide a calm atmosphere, where children can learn and play together well, where everyone respects each other, and where everyone is clear about what is and what is not acceptable behaviour. Children learn from watching and copying. Respect for others and their property is encouraged from all.

Personal, Social & Emotional Development (PSED) includes working on acceptable and unacceptable behaviour, the importance of taking turns and sharing, and following our Golden Rules:

* Be kind and gentle to others
* Be polite – say please and thank you
* Listen to each other
* Look after the toys
* Walk indoors

It is unacceptable to:

* Be rough or unkind to others
* Be rude – spit, shout or swear
* Bully (physical or verbal)

The best way to encourage acceptable behaviour is praise. Staff try to anticipate and prevent difficulties e.g. diverting and encouraging a child to do a different activity, or changing the selection of toys available. If there is a conflict, staff try to comfort and reassure the offended child first, then make it clear to the offending child what they did wrong and, though unacceptable, that they are still loved and cared for.

We encourage the children to resolve conflicts themselves: discussing their own and other children’s feelings, asking how they could resolve a situation, and supporting their decisions.

If there is a persistent problem, staff will discuss it with parents / carers. An observation chart may be useful to identify triggers, or an action plan may be drawn up. Rewards systems may be used, and may be followed up by parents / carers.

1:1 attention / a monitor role may be given to boost self-esteem. Children may be encouraged to take “time-out” in a quiet area to calm down.

Physical punishment, or the threat of it, is never used. Very occasionally it may be necessary to restrain a child for their own safety, or the safety of others. Again, this is avoided if at all possible by distracting children, or removing them from the area to maintain a safe environment for all. Any physical restraint is reported to the parent / carer the same day, and recorded.

The Behaviour policy is included as part of the induction for all staff, and appropriate training courses are offered as part of their professional development. Parents / carers are expected to:

* tell staff of any changes of circumstance that may affect their child’s behaviour
* support staff by reinforcing the Nursery’s expected behaviours

*Policy redrafted Nov 2018, discussed by all staff & recommended to governors*