



Behaviour and Discipline Policy & Practice

Good behaviour and discipline are essential to ensure the smooth and safe running of Holt Under Fives Playgroup & Toddlers and we have Helen Jowett as Leader in relation to this. We aim to provide an appropriate environment for the development of morals and values whilst advocating positive and acceptable behaviour for the children attending the setting. Deliberate bad behaviour is not acceptable. Also refer to our Anti-Bullying Policy.

Staff members are aware of their role in promoting acceptable behaviour and will act as good role models by showing consideration, respect and good manners to children and other Staff members alike. Any training available with regard to behaviour management will be accessed by all Staff. They will also:

- Provide a social environment where activities are stimulating and appropriate for the development stages of the children.
- Offer situations where each child can enjoy freedom without feeling threatened, uncomfortable or scared.
- Encourage children to develop self discipline.
- Encourage children to talk about their feeling and to express them in appropriate ways.
- Speak with children in a calm and clear manner with language they understand.
- Outline the difference between right and wrong by utilising books, visual aids and talking through situations where possible at a level that can be understood by the children.
- Be positive, constructive and fair, always rewarding and praising good behaviour. Support sitting and listening, following instruction and taking part in tidy up tasks.
- Provide a learning environment different ages of children can embrace Staff expectations regarding Holt Under Fives rules regarding behaviour.
- Differentiate between deliberate and accidental occurrences.
- Be clear in their expectations regarding our daily routines of Amser tacluso, Together Time, when lining up, moving from inside area to outside, utilising Holt CP School premises, on excursions into the community.
- Utilise partitioning resources to enable concentrated small group work, away from younger children attending Holt Under Fives.
- Be aware of any underlying problems that may affect a child's behaviour.
- Observe/monitor/record behaviour as part of their normal child care routines.
- Work with parents/carers to promote and encourage acceptable behaviour.
- Liaise as required in the correct manner with parents/carers should observations be of particular concern.

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- Liaise with professional organisations (in line with Confidentiality Policy) and attend training courses available to learn new techniques and alternative approaches.
- Ensure conversations take place with setting that a child/children has previously attended before their session at Holt Under Fives (a Nursery child coming in for care during lunch and afternoon sessions). Work together to ensure consistent expectations to fully support the child/children.

More specifically:

- If at all possible, ignore the behaviour and avoid reinforcement of unsociable behaviour by calling attention to it.
- Use distraction techniques to avoid situations.
- Explain, use language and model turn taking / sharing.
- If actions must be taken, to use "signal interference" eg. raise an eyebrow, frown or a shake of the head.
- To move the child who is misbehaving closer to a member of Staff.
- Take into account the age of the child and their level of understanding together with any personal issues that may have had impact on the situation.
- Use praise and encouragement to shape new behaviour.
- Liaise with professional organisations and attend training courses available to learn new techniques and alternative approaches to the above.

Children will never be smacked, shaken or humiliated. Neither will they be ridiculed, threatened, left in isolation, made to feel unwanted or undervalued. Restraint or holding is never used except when necessary to avoid or prevent personal injury to the child, other children, an adult or serious damage to property.

Parents/carers will always be informed when a specific problem has occurred and correct incident and accident documentation completed.

In cases where it is appropriate to liaise with external professionals, all information sharing is in line with our Confidentiality Policy. A key staff member along with Helen Jowett will work with the child, external professionals and parents/carers to monitor, record and report within agreed timescales to assist development of good behaviour.

Date: July 2019
Checked : Julie Suckley/Helen Jowett/Sarah Jones/Nicola Lautrete
(Registered Person/Playgroup Leader/Playgroup Supervisor/Chairperson)
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