

Behaviour and Discipline Policy

This policy represents the agreed principles for behaviour and discipline throughout the Nursery. All Nursery staff, representing Al-Ashraf Nursery have agreed this policy.

Aims and expectations

It is the primary aim of Al-Ashraf that every member of the Nursery feels **valued and respected**, and that each person is treated fairly and well. We are a caring community, whose values are built on mutual trust and respect for all. The Nursery's behaviour policy is therefore designed to support the way in which all members of the Nursery can live and work together in a supportive way. It seeks to promote an environment where everyone feels happy, safe and secure and to support the key aims outlined below:

At Al-Ashraf we believe that children and adults flourish best in an ordered environment without fear of being hurt or hindered by anyone else. We aim to work towards a situation in which children can develop self-discipline and self-esteem, where their respect for others to ensure everyone knows what is expected of them and children are free to develop their learning in an atmosphere of mutual respect and encouragement. Sara Bham and Rahima Kholwadia are the named practitioners responsible for behaviour management issues.

In order to achieve this at Al-Ashraf:

- Appropriate methods are implemented to manage children's behaviour including distraction, praise and reward and excellent nursery- home links.
- Children are given 3 opportunities to show appropriate behaviour. In the unlikely situation of this unwanted behaviour continuing they are given a period of 'Clam down' with an adult. The parents would be informed about the inappropriate behaviour at the end of the session.
- All adults caring for children in Al-Ashraf will ensure that the ideas of the nursery are applied consistently, so those children have the security of knowing what to expect and can build up useful habits of behaviour. It has to be remembered that we are not born knowing how to share and play co-operatively and the children need not only to be told but also to learn by example.
- In case of serious behaviour such as bullying, racial or other abuse, the unacceptability of the behaviour and attitudes will be made clear immediately, but by means of
- Explanations rather than personal blame. Again this would be explained to parents at the end of the session.
- All adults will try to provide a positive role model for children with regard to friendliness, care and courtesy. We praise the children constantly for positive behaviour. The Nursery expects every member of their community to behave in a considerate way towards others.
- In any case of misbehaviour, it will always be made clear to the child or children in question it is that the behaviour and not the child that is unwelcome.



- Adults in the nursery will praise and endorse desirable behaviour such as kindness and willingness to share. The nursery uses reward stickers for good/kind behaviour.
- Adults will not raise their voice in a threatening way. As a team we will take positive steps to avoid a situation in which children receive adult attention only in return for undesirable behaviour.
- Adults in the nursery will make themselves aware of, and respect, a range of cultural expectations regarding interactions between people.

When children behave in unacceptable ways:

Any problems will be handled in a developmentally appropriate fashion, respecting individual children's level of understanding and maturity. If a child smacks or hurts another child or adult, a member of staff will explain to the child what they have done wrong and possibly remove them from the situation. If a child is displaying any other forms of inappropriate behaviour with the risk of hurting themselves, others around them or the Nursery environment he or she will be told 3 times that this action is inappropriate and then removed from the situation as stated previously.

We always encourage children to say they are sorry. Children will never be sent out of the room or left unattended in any situation.

Recurring problems will be tackled by the whole Nursery school, in partnership with children and parents using objective observations to establish an understanding of the cause. Techniques intended to single out and humiliate individual children such as a 'naughty chair' will not be used.

Adults will be aware that some kinds of behaviour may arise from a special need and to support this, practitioners may implement an individual education plan (IEP) and give one to one support and work together to resolve behaviour issues.

Parents and carers will be told at the end of the session if their child has hurt another child or it has been necessary to have a calm down time.

Children will be constantly reassured that they are always valued as individuals even if their behaviour maybe unacceptable. We work together to solve any problems.

Physical punishment such as smacking or shaking will never be used nor threatened. Restraints may be used if a child is having a temper tantrum or if a member of staff felt that the child was in danger to themselves or others. The parents would be informed of this action at the end of the session.

This policy aims to help children grow in a safe and secure environment, and to become positive, responsible and increasingly independent members of the Nursery community. The nursery rewards good behaviour, as it believes that this will develop an ethos of kindness and cooperation.

Biting

Biting is a natural developmental stage that many children go through. It is usually a temporary stage that commonly occurs between thirteen and twenty-four months of age. The safety of the children at the nursery is our primary concern. The Nursery's biting policy addresses the actions the staff will take if a biting incident occurs. Toddlers bite other toddlers for many different reasons. A child might be teething or overly tired and frustrated. He or she might be experimenting or trying to get the attention of the carer or their peers. Toddlers have limited verbal skills and are impulsive without a lot of self-control. Sometimes biting occurs for no apparent reason. Al-Ashraf nursery will encourage the children to "use their words" if they become angry or frustrated. The staff members will maintain a close and constant supervision of the children at all times.

The following procedures will be taken:

- The biting will be interrupted with a firm "No...we don't bite!"
- Staff will stay calm and will not overreact.
- The bitten child will be comforted.
- Staff will remove the biter from the situation. The biter will be redirected into another environment.
- The wound of the bitten child shall be assessed and cold compress applied if needed. The parents of both children will be notified of the biting incident. Appropriate forms will be filled out (Incident Report and, depending on the situation, a Behaviour Management Report).
- Confidentiality of all children involved will be maintained.
- The bitten area should continue to be observed by parents and staff for signs of infection.
- If this is a recurrent situation, the child will be observed or shadowed by a practitioner (e.g. shadowed for 10 minutes at a time without hindering their play or activities) and the observations will be monitored to see why the biting is reoccurring.
- The child will be given appropriate activities (sensory activities) to help cope with the biting.
- If we have a child who is biting on a regular basis we shall put a behaviour management program into place with the full involvement of the parents/carers.
- If the situation is deemed serious enough and other children are at risk the child may be sent home.



The role of parents

The Nursery collaborates actively with parents, so that children receive consistent messages about how to behave at home and at school.

Monitoring and review

The Nursery managers monitor the effectiveness of this policy on a regular basis and reports to the team on the effectiveness of the policy and, if necessary, make recommendations for further improvements.

The Nursery keeps a record concerning individual incidents of misbehaviour for key children. The nursery teachers record minor incidents. The team record those incidents in their 'Behaviour record book' file when a child is showing repetitive signs of bad behaviour. This is then shared daily at the end of the session with the child's parents.

This policy is designed to promote good behaviour, rather than merely deter anti-social behaviour.

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