



Behaviour Policy

At Shofar we believe that children flourish best when they know how they and others are expected to behave. Children gain respect through interaction with caring adults who act as good role models, show them respect and value their individual personalities. The nursery is an inclusive nursery who will do everything possible to assist children to overcome any difficulties they are having, rather than excluding them. We will encourage and praise positive, caring and polite behaviour at all times and provide an environment where children learn to respect themselves, other people and their surroundings.

We aim to:

- Recognise the individuality of all our children and that some negative behaviours are normal in young children e.g. biting (see biting procedure for more information)
- Encourage self-discipline, consideration for each other, our surroundings and property.
- Encourage children to participate in a wide range of group activities to enable them to develop their social skills
- Ensure that all staff act as positive role models for children
- Encourage parents and other visitors to be positive role models and challenge any poor behaviour shown
- Work in partnership with parents by communicating openly
- Praise children and acknowledge their positive actions and attitudes, therefore ensuring that children see that we value and respect them
- Encourage all staff working with children to accept their responsibility for implementing the goals in this policy and to be consistent
- Promote non-violence and encourage children to deal with conflict peacefully
- Provide a Key worker system, enabling staff to build a strong and positive relationship with children and their families.
- Provide activities and stories to help children learn about accepted behaviours, including opportunities for children to contribute to decisions about accepted behaviour where age/stage appropriate.
- We have class rules in each room which we remind the children of regularly, and ensure that these are age and stage appropriate. We regularly involve children in the process of setting rules to encourage cooperation and participation and ensure children gain understanding of the expectations of behaviour relevant to them as a unique child.

Children, who behave inappropriately, for example by physically hurting another child or adult e.g. biting, or through verbal bullying, are helped to talk through their actions and apologise where appropriate. We make sure that the child who has been upset is comforted and the adult will confirm that the other child's behaviour is not acceptable. We always acknowledge when a child is feeling angry or upset and that it is the behaviour that is not acceptable, not the child.

At our nursery, staff follow the procedure below to enable them to deal with challenging behaviour:

- Children will be encouraged to use their words as much as possible when expressing their needs, unhappiness or anger.
- Children will be given 1 or 2 warnings before being placed on a thinking chair, next to an adult, if the child is at an appropriate age for this sanction
- Once they have finished their time on the thinking chair it is important the member of staff dealing with the situation gets the child to explain what he/she has done to warrant having time on this chair and they must apologise for their behaviour by saying what they will do differently next time.
- If a child displays aggressive physical behaviour towards another child or adult they will be removed from the group, or activity and spoken to calmly and firmly by a member of staff
- At Shofar we start everyday as a new day and will never remind a child of their behaviour from the previous day.
- Staff will not shout at a child or be physical towards a child. If a member of staff is seen behaving in this way by a colleague they need to remove the child from the situation straight away and calm them down, once this has been done the Head or Deputy Head must be informed of what has occurred.
- Teachers will only physically restrain a child, such as holding, only to prevent physical injury to children or adults and/or serious damage to property. Details of such an event (what happened, what action was taken and by whom, and the names of witnesses) are brought to the attention of the Headteacher and are recorded on an incident form and in the child's personal file. The child's parent(s) will be informed as soon as possible.
- Behaviour that is being displayed continuously needs to be noted down and observed over a period of time. At an appropriate time, it needs to be discussed with the parent with sensitivity so a strategy can be put into place to help the child.
- We encourage positive attention at Shofar and we do everything we can to promote good behaviour through positive reinforcement, praise of good behaviour and encouragement of good behaviour.

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