

READING COMMUNITY LEARNING CENTRE



BEHAVIOUR IN CRECHE POLICY

STATEMENT

In accordance with Reading Community Learning Centre's mission statement, the crèche is committed to widening participation and enabling children to realise their full potential through purposeful play.

Reading Community Learning believes that children and adults flourish in an ordered environment in which everyone knows what is expected of them and children are free to develop their play and learning 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 in an atmosphere of mutual respect and encouragement.

In order to achieve this:

- Rules governing the conduct of the group and the behaviour of the children will be discussed and agreed within the crèche and explained to all newcomers, both children and adults.
- All adults in the crèche will aim to ensure that the rules are applied consistently, so that children have the security of knowing what to expect and can build up useful habits of behaviour.
- All adults will try to provide a positive model for the children with regard to friendliness, care and courtesy.
- Adults in the crèche will aim to praise and endorse desirable behaviour such as kindness and willingness to share.
- We aim to take positive steps to avoid situations in which children receive adult attention only in return for undesirable behaviour.

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.

- Physical punishment, such as smacking or shaking, will be neither used nor threatened.
- Children will never be sent out of the room by themselves.
- Techniques intended to single out and humiliate individual children such as the 'naughty chair' will not be used.

Children will be supported in learning better patterns of behaviour by one-to-one explanation, demonstration and encouragement rather than personal blame.

- Where appropriate this might be achieved by a period of 'time out' with an adult.
- In cases of serious misbehaviour, such as 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.
- In cases of children **bullying** other children, the unacceptability of the behaviour will be made clear immediately by means of explanation.
- In any case of misbehaviour, we will aim to make it clear to the child/ren in question that it is the behaviour and not the child that is unwelcome, by means of explanation and/or demonstration appropriate to stage of development.
- Adults will not shout, or raise their voices in a threatening way.
- Adults in the crèche will aim to make themselves aware of, and respect, a range of cultural expectations regarding interactions between people.
- Any behaviour problems will be handled in a developmentally appropriate fashion, respecting individual children's level of understanding and maturity.
- Recurring problems will be tackled by the Supervisor in partnership with the child's parent/carer, using objective observation records to establish an understanding of the cause.

- Adults will be aware that some kinds of behaviour may arise from a child's special needs; to support these practitioners may implement an individual education plan (IEP), and they will be given one to one support and work together to resolve behaviour issues.
- We actively discourage any form of bullying and will aim to make it clear to the child/ren in question by means of explanation/demonstration.

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 organisation, in partnership with children and parents using objective observations to establish an understanding of the cause.

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.

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 crèche community

The crèche rewards good behaviour, as it believes that this will develop an ethos of kindness and cooperation. This policy is designed to promote good behaviour, rather than merely deter anti-social behaviour.

CHILDREN UNDER 3 YEARS OLD

When children under three behave in inconsiderate ways we recognise that strategies for supporting them will need to be developmentally appropriate.

We recognise very young children are unable to regulate their own emotions, such as fear, anger or distress, and require sensitive adults to help them do this. Common inconsiderate or hurtful behaviours of young children include tantrums, biting or fighting. Staffs are calm and patient, offering comfort to intense emotions, helping children to manage their feelings and talk about them to help resolve issues and promote understanding.

If tantrums, biting or fighting are frequent, we try to find out the underlying cause - such as a change or upheaval at home, or frequent change of carers. Sometimes a child has not settled in well and the behaviour may be the result of 'separation anxiety'.

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. The role of parents is especially crucial in the crèche setting because most of the children come only for one session or two in week and the maximum time they spend at the crèche is no more than 4 hours per week, therefore parents need to take an important role in enforcing positive behaviour. This is also important in establishing consistency in behavioral responses between home and crèche.

MONITORING AND REVIEW

The crèche supervisor monitor will the effectiveness of this policy on a regular basis and reports to the RCLC Manager on the effectiveness of the policy and, if necessary, make recommendations for further improvements.

The Crèche keeps a record concerning individual incidents of misbehaviour for key children. The crèche supervisor records minor incidents in compliance with data protection legislation . 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.

Date Approved by Board: **Mar 2015**

Review Date **Mar 2018**

Signed on behalf of the Board of
Trustees

Dated
