



**Camrose**  
Early Years Centre for Children & Families

# BEHAVIOUR POLICY

**Adopted by the Governing Body of the  
Camrose Early Years Centre for Children and Families**

**On 20<sup>th</sup> April 2021**

## Introduction

At the Camrose Early Years Centre we strive to pay close attention to the promotion of a kind and caring environment, in which children can thrive and flourish. In this way we aim to ensure that their early learning experiences are characterised by feelings of warmth, safety and security.

We proactively promote an atmosphere of respect, kindness and consideration. Adults are respectful of children and of each other. We use every opportunity to praise and give positive reinforcement, and all staff and volunteers use a consistent and fair approach. Staff and volunteers have high expectations of all children, and they model positive behaviours. We clearly communicate to children what we want them to do and how we expect them to behave. We actively encourage the children to show kindness and respect to their peers and the adults. We believe that we are responsible for teaching the children strategies to enable them to manage conflicts. We plan highly motivating activities for the children, because we believe that an interested and motivated child is more likely to exhibit positive behaviour traits than one who is not.

This Behaviour Policy recognises the need for adults to observe children carefully and know when to intervene and support children in times of conflict. This is done in a respectful and supportive way that promotes learning for all of the children involved.

The centre has a named person with responsibility for behaviour management. If required she will meet staff to discuss any concerns and offer advice and strategies for supporting a child in the setting. No staff member or volunteer employed in the setting will use physical punishment, nor will they ever threaten to use it; neither will they belittle or humiliate children. They will expect, promote and model positive and kind behaviours.

If a staff member has to speak with a child regarding his or her inappropriate behaviour, the parents will be informed of the incident and the outcome. If a child is hurt in the setting by another child the parents of both children will be informed. An explanation of the incident will be given whilst maintaining the confidentiality of the children involved. A record will be made of the incident.

Staff will talk about this behaviour policy with parents on initial home visits and/or during settling in. A copy of it is published on the Centre's website. During home visits, daily chats and parent consultations we encourage parents to share any concerns they have about their child's behaviour. We then plan together how best to support the child, ensuring a consistent approach at home and in the setting.

## Aims of the Policy

### **The aims of this policy are to:**

- promote an environment where all children and adults always feel safe, valued and respected and that their individual rights are upheld
- develop a whole centre ethos where children and adults care for each other and contribute to a sense of community
- ensure staff use developmentally appropriate strategies for children's behavioural management, which encourage and support children's ability to regulate their own feelings and use self-discipline
- support staff in developing effective working practices with parents and other agencies/professionals if deemed beneficial for individual children's behaviour
- provide an appropriately stimulating learning environment supported by high-quality teaching
- expect all staff and children to promote and model positive behaviour traits at all times.

## Expectations of children and adults

### **We expect all children and adults to:**

- talk clearly and not to shout (except for help)
- not intentionally hurt the feelings of others
- not physically hurt others
- ask for help if they are being hurt or bullied
- look after each other
- look after resources
- learn ways in which they can keep themselves safe
- treat others in a way that they would like to be treated

### **All staff and volunteers working in the centre will:**

- treat each child as an individual and with respect
- encourage each child to treat others with respect
- observe each child and assess his or her well-being
- understand the context in which the child is growing up
- work closely with parents, listening and discussing their child's needs with them
- speak kindly to others and with children
- pay particular attention to transition periods for children
- acknowledge children's difficult feelings with them and help them learn to put names to emotions
- encourage children to talk about behaviour they do not like and to say how they want to be treated.
- offer choices to children
- plan activities which will promote children's self-esteem and protective behaviours, encouraging children to act on their own behalf
- encourage collaborative games and communal sharing times which enable young children to take more responsibility for their own actions
- plan opportunities for children to explore emotional boundaries safely through experiences and conversation
- **give parents and carers positive feedback whenever possible to both support the child's social development and also to encourage parents to acknowledge and value their children's positive behaviour.**

### **When children face and experience challenges, staff will:**

- observe the child and try to discover and understand when and why the challenging behaviour occurs and what the trigger may be, using the ABC approach and recording their observations
- talk supportively to the child about why this behaviour is not acceptable and what the consequences of it are to him/herself and to others
- communicate with parents as to the best approach to use
- monitor the effectiveness of the agreed approach and discuss regularly with parents
- with parental consent seek the help of colleagues from other agencies
- remove the child from situations, in which undesirable behaviour occur
- praise children when desirable behaviours occur
- restrain children where there is the potential for the child to cause serious harm to themselves or others. In this situation, staff will only use a minimal and reasonable amount of force and only if absolutely necessary. A detailed positive handling plan will be kept along with regular dialogue with parents. We adhere to information published by the Department of Education:

[Use of reasonable force advice Reviewed July 2015.pdf](#)