



RELATIONAL POLICY

STATEMENT

The welfare of the child is paramount, and East Harptree Nursery (“EHN”) believes that children should be free to develop their play and learning without fear of being hurt or hindered, emotionally, mentally, or physically, by anyone.

POLICY

The nursery will, at all times, work in partnership with parents/carers and will discuss, plan and implement positive strategies to encourage appropriate behaviour.

In developing such partnerships, the nursery will promote awareness and respect of the child’s and family’s culture, religion, sex, and disability.

All children will be treated as individuals, in their own right.

The group context in which children are cared for will be considered when developing a plan to enhance their development.

Strategies to promote self-esteem and the encouragement of positive behaviour will be used at all times.

Smacking, shaking, physical chastisement or humiliation of a child will not be tolerated.

Anti-social behaviour exhibited by children will be strongly discouraged, e.g. hitting, kicking, swearing etc. and noted on the child’s file and reported to parents

Discriminatory comments and/or behaviour from children, parent/carers or staff are not acceptable and will be challenged.

Recording and assessment of children’s development and behaviour is an important element in developing plans for both individuals and groups of children. The nursery will ensure that such plans are in place for the children in their care.

It may be appropriate for advice to be sought from other professionals outside of the nursery to develop plans which will help to address a particular child’s needs. Referrals to outside agencies will be made with the informed consent of parents and/or other relevant carers.

The nursery reserves the right to terminate a child’s nursery place as a result of continued and severe behavioural difficulties, should this be deemed necessary.

Managing behaviour positively and in an age-appropriate manner will incorporate the following techniques:

- Clear and concise boundaries will be consistently applied to help children feel secure and understand what is expected of them.

Date written: September 2022	Written by: Jess Sheldon / Trustees
Reviewed: September 2023	Signed by Trustees: <i>[Signature]</i>
Next review date: September 2024	



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- Children will be helped to understand why some behaviour is undesirable through age/development appropriate explanations and resources. Any criticism will be focused on the **behaviour** rather than on the child.
- The nursery will help children negotiate solutions to problems with other children and model these skills appropriately.
- The nursery will encourage children to communicate their feelings and frustrations.
- Positive behaviour will be encouraged through the use of attention and praise.
- Where possible, the early elimination of potential problems will be achieved through provision of appropriate equipment and curriculum planning.
- Techniques such as re-direction, managed choices, distraction, compromise and humour will be used as appropriate.
- In cases where a child is becoming very disruptive, time at the calm table may be necessary (this will be age/time appropriate).
- Positive behaviour will be modelled by staff.


Bullying

It should be noted that the term Bullying and its connotations is not normally associated with a child under the age of 5.6.

Bullying involves the persistent physical or verbal abuse of another child or children.

If a child bullies another child:

- We will intervene to prevent any physical harm.
- We will explain to the child who is bullying why his/her behaviour is unacceptable
- We will discuss the matter with the parents/carer of the child who has bullied and develop a plan of action to resolve the issue and modify the child's behaviour.
- We will give support, reassurance and encouragement to the child who has been bullied and we will inform their parents.
- We will liaise closely with both sets of parents/carers as to the progress of the action plan.

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