



Charity Number 1036832
Reviewed August 2017
Naval Under Fives

BEHAVIOUR MANAGEMENT

The aim of the Naval under Fives is to create an ordered environment in which self-discipline, respect and consideration for other people and property is encouraged. We aim to work with Parents/Carers to develop well-balanced and confident children.

Rules

All Staff in the Setting will discourage the following behaviour: -

- Bullying, name calling, Racial Discrimination and Special Needs discrimination.
- Smacking, Kicking, Name Calling, Pinching, Punching and Biting children and Staff members.
- Fighting and the use of Dangerous weapons.

NUF are more than happy to work with Parents/Carers who have concerns about their child's behaviour at home and, where possible to offer ideas and strategies to support them.

All discipline is carried out with the child's best interest in mind. If anti-social behaviour occurs, 'time out' is employed with the child being withdrawn from the situation by a member of Staff who then discusses with the child why the action was unacceptable and what led to the behaviour. This gives the child the opportunity to explain their reasons, restores calm and gives a period of reflection. The child is then encouraged to find a different activity with other children. No child will be sent out of a room to be by itself, instead they will be sat beside a member of Staff.

Children are expected to behave with consideration and respect towards other children, adults and property, and we work to encourage and promote this behaviour at all times. If a child attending one of the NUF Settings, displays 'Behaviour' which is shown to be severe, disruptive and a cause for concern with Health & Safety or the Safety and Well-being of others in the Setting, we will consider using a 'Cooling Off' period, where as the child will reduce the number of attendances to the Setting, until such a time new strategies and meetings with Parents / Carers have been arranged to work out the child's future development.

Swearing is not permitted. Any instances will be discussed with the Parents/Carers and methods of rectifying the situation will be discussed. Pre-school and Parents/Carers should work together to ensure the child is able to express him /herself politely.

If a child is at risk of injuring him/her or others, and requires physical intervention, a member of Staff, in the presence of at least one other adult, will perform this with children being moved away from the area. A full report should be written, describing the incident, as soon as possible. This must be shown to the Parent and signed by them on collection of the child. If only two Staff are present, one member of Staff should remove other children from the area, and the Parent/Carer contacted for their attendance.

Where a child has a particular behaviour difficulty, discussions will take place on a regular basis and an agreed behaviour plan will be drawn up taking into account the child's age, needs, capability and maturity. Where behaviour difficulties cannot be resolved, we will, after consultation with Parents/Carer, seek support from outside agencies in order to establish a way forward. If a child's behaviour continually endangers the safety of the others, Parents/Carer may be requested to remove the child from the group. The reasons for the exclusion will be given and Parents/Carers may, if wished, discuss this with the Co-ordinator who, after taking advice from other agencies if necessary, will make a final decision.

All Staff will provide a positive, consistent role model with regard to courtesy and consideration for others. Praise will be given for effort and good behaviour such as kindness, sharing and helping. Staff



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will be aware that children are individuals and have their own personalities, characters and requirements.

At no time is physical chastisement used or threatened and no child is humiliated in front of his peers or in his own estimation. There will be at least one member of Staff in each Setting who will be assigned as the SENCO. This Person would have attended the relevant course and will know the procedure to follow and make every effort to ensure they and other members of the Setting are kept in date.

DISCRIMINATING BEHAVIOUR / REMARKS

These are unacceptable in this Organisation. Staff should be sensitive to the feelings of others, and help those responsible to understand and overcome any prejudice. Concerns regarding discriminating behaviour or remarks may be reported to the Naval Under Fives Co-ordinator / Deputy for investigation.

EQUAL OPPORTUNITIES

This organisation believes that no Child, individual or family should be excluded on the ground of Gender, Sexuality, Class, Means, Colour, Ethnic Origin, Religion or Belief. We aim to ensure that all those who wish to join the Organisation, whether Child or Adult, have a chance to do so.

The Children are encouraged, during the year, to participate in some of the Festivals from differing World Religions and Cultures in order to allow the children to become aware of others and their way of life.

FAMILIES

This Organisation recognises that many different types of family successfully love and care for their Children. Staff recognises and fully understand that not all Children live with two Parents, or two Parents of the same Gender, or of the same Colour or of the same Religions, or Able-bodied, or their Biological Parents, every care is taken understand these situations and to avoid as much distress as possible.

INCLUSIONS

We believe that every Child deserves the opportunity for sharing in the experiences to be gained in Pre-school and we will make every effort to ensure that all Children are given the range of equipment suitable for their age and abilities whilst encouraging them to progress.

Children will be placed in small 'Key-Person' groups in order that their needs can be adequately addressed.

We aim to work with Parents / Carer for the benefit of the child's progress towards a smooth transition into school life and for the Child to achieve their full potential, educationally, socially and emotionally.

Please see the SEN policy for further information and guidance.