**Behavior and Discipline Policy**

This policy represents the agreed principles for behavior and discipline throughout the Nursery. All Nursery staff, representing Honey Bee Nursery have agreed this policy.

**Aims and Expectations**
It is the primary aim of Honey Bee Nursery that every member of the Nursery feels **valued and respected,** and that each person is treated fairly and well. We are a caring community, whose values are built on mutual trust and respect for all.

Honey Bee Nursery's behavior policy is therefore designed to support the way in which all members of the Nursery can live and work together in a kind and supportive way. It seeks to promote an environment where everyone feels happy, safe and secure and to support the key aims outlined below:

At Honey Bee Nursery we believe that children and adults flourish best in an ordered environment 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, where their respect for others to ensure everyone knows what is expected of them and children are free to develop their learning in an atmosphere of mutual respect and encouragement.

At Honey Bee Nursery we believe that every child is entitled to have their personal, social, emotional and educational needs developed to their full potential in a warm, safe, nurturing, and stimulating environment. We endeavor to develop their cultural, moral, and social values to promote discipline, behavior, excellent personal manners and mutual respect for all regardless of their colour, ethnicity, or cultural background.

To achieve our aims, a clear agreed behavior management policy has to be implemented fairly and consistently by all members of staff, students and volunteers.

**Ms Tayaiba Iqbal** and **Ms Eleni Tstarsal** are the named practitioners responsible for behavior management issues.

**In order to achieve this at Honey Bee Nursery/Pre-School:**

* Different ways of dealing with unsociable behavior are used and this is regularly discussed and agreed within Honey Bee Nursery school, and explained to all newcomers, both children and adults. The implantation of “high five” rules was implemented from the children’s suggestions
1. Listening ears
2. Listening eyes
3. Sitting nicely
4. Mouths closed
5. Hands up
= High five
* Appropriate methods are implemented to manage children’s behavior including distraction, praise and reward and excellent nursery- home links.
* The enhancement of self-esteem and the development of self-discipline
* All adults/staff to model `good` behavior
* Reward good behavior and work with parents/carers on poor behaviour
* Children are given 3 opportunities to show appropriate behavior. In the unlikely situation of this unwanted behavior continuing they are given a period of ‘Clam down’ with an adult. The parents would be informed about the inappropriate behavior at the end of the session.
* All adults caring for children at Honey Bee Nursery Pre-School will ensure that the ideas of the nursery are applied consistently, so those children have the security of knowing what to expect and can build up useful habits of behavior. It has to be remembered that we are not born knowing how to share and play co-operatively and the children need not only to be told but also to learn by example.
* In case of serious behavior such as bullying, racial or other abuse, the unacceptability of the behavior and attitudes will be made clear immediately, but by means of explanations rather than personal blame. Again this would be explained to parents at the end of the session.
* All adults will be a positive role model for children with regard to friendliness, care and courtesy. We praise the children constantly for positive behavior. Honey Bee Nursery expects every member of their community to behave in a considerateway towards others.
* In any case of misbehavior, it will always be made clear to the child or children in question it is that the behavior and not the child that is unwelcome.
* Adults at Honey Bee Nursery Pre-school will praise and endorse desirable behavior such as kindness and willingness to share. The nursery uses reward stickers for good/kind behavior.
* Adults will not raise their voice in a threatening way. As a team we will take positive steps to avoid a situation in which children receive adult attention only in return for undesirable behavior.
* Adults in Honey Bee Nursery Pre- school will make themselves aware of, and respect, a range of cultural expectations regarding interactions between people.

**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 behavior 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.

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 entire Honey Bee Nursery team, in partnership with children and parents using objective observations to establish an understanding of the cause. Techniques intended to single out and humiliate individual children such as a ‘naughty chair’ will not be used.

Adults will be aware that some kinds of behavior may arise from a special need; 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 behavior issues.

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 behavior may be unacceptable.  We work together to solve any problems.

Physical punishment such as smacking or shaking will never be used nor threatened. 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 Nursery community.
Honey Bee nursery rewards good behavior, as it believes that this will develop an ethos of caring, kindness, and cooperation.

This policy is designed to promote good Behavior, rather than merely deter anti-social behavior.

Honey Bee nursery may work alongside outside agencies with individual children and their families to support the child’s behavior and concerns.

**Children under three years**

When children under three behave in inconsiderate ways we at Honey Bee Nursery recognize that strategies for supporting them will need to be developmentally appropriate and differ from those for older children.

We recognize 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 behavior of young children include tantrums, biting or fighting. Staff 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 behavior may be the result of ‘separation anxiety’.

We focus on ensuring a child’s attachment figure in Honey Bee Nursery setting, their key person, is building a strong relationship to provide an emotional security to the child.

**The role of parents/carers**
Honey Bee Nursery collaborates actively with parents/carers, so that children receive consistent messages about how to behave at home and at nursery.

**Monitoring and review**
Honey Bee Nursery manager monitor the effectiveness of this policy on a regular basis and reports to the team on the effectiveness of the policy and, if necessary, make recommendations for further improvements.

Honey Bee Nursery keeps a record concerning individual incidents of misbehavior for key children. The nursery staff record minor incidents. The team record those incidents in their 'Behavior record book' file when a child is showing repetitive signs of unacceptable behavior. This is then shared daily at the end of the session with the child’s parents/carers.

**This policy was adopted by the managers and staff in September 2017**