**In the interest of the children's development, it is important that parents/carers and staff work together to promote an environment in which children feel secure, accepted, and valued. Growing self-discipline, responsibility for one’s actions and an awareness of their effect upon others will be central to the complementary aims of staff and parents/carers.**

**Baby Bears Day Care Ethos**

Here at Baby Bears Day Care, we pride ourselves on providing high quality childcare and education for all children which is appropriate to their individual needs. This is provided in a positive, respectful and family feel environment by supportive and encouraging practitioners and staff members.

Working in partnership with parents/carers is vital for effective learning and development for the children. This is achieved by building positive relationships between both families and children using the key person approach. We provide children with a learning environment that is appropriate to their age. This is monitored and reviewed regularly to maintain the effectiveness of the provision.

Keeping children fit and healthy is also an essential part of the care we provide the children within the nursery. This is achieved by having direct access to the garden which we are currently improving and providing the children with healthy home cooked meals and snacks.

As a nursery we constantly self-evaluate the care and learning provided for the children and work closely with training providers and Early Years Consultants for the ongoing improvement of our nursery experiences when required.

**The Adult Role**

All adults shall provide firm but affectionate guidance (i.e., insist on the child carrying out a polite, reasonable request).

Adults will set good and consistent examples.

Adults will avoid over punitive responses to undesirable behaviour - ignoring the behaviour can be equally effective.

Adults will try to make some time for children on a one-to-one basis when they make the child feel secure and valued and where codes of good behaviour and self - discipline can be reinforced and rewarded.

**The Curriculum**

The diversity of the curriculum will provide all children with opportunities for personal growth. Some areas such as role-play are excellent vehicles for exploring a wide range of behaviour situations. There is also an overlap with other areas of the curriculum such as Personal and Social Development where specific activities may be introduced to develop qualities of trust and the promoting of a positive self-image.

Carefully matched work gives opportunities for children to experience success, develop confidence and self-esteem. Opportunities will be given for children to develop appropriate attitudes through working as an individual and as part of different social groupings. Whole group sessions give the opportunity to publicly value every child's contribution at whatever level.

**Organisation and Management**

The Nursery environment will be secure, happy and well organised with clearly explained behavioural guidelines consistently upheld and re-stated. A set of nursery **Golden Rules** will be recorded in positive form (Do rather than Do not) and displayed in the pre-school room.

A range of challenging well planned and organised learning experiences will encourage positive attitudes to learning and will foster good self-discipline. Opportunities will be given at all ages for co-operative work and appropriate behaviour will be rewarded by individual praise.

Displays will encourage children to develop an attitude of responsibility and care.

Children's work will be displayed along with picture of them doing the work to develop self-esteem, promote high standards and the capacity to value the work of other children.

All staff will expect the same high standards of behaviour in both structured and unstructured situations.

**What is acceptable behaviour?**

Everyone at Baby Bears Day Care is required to behave in a responsible manner both towards themselves and to others, showing consideration, courtesy and respect for other people’s needs at all times. The ability to behave appropriately in different circumstances is an essential part of any child’s education. Good behaviour in the nursery is also necessary for effective teaching and learning to take place.

All children will:

1 Be encouraged to keep their hands and feet to themselves and use kind words/respectful language

1. Look at the adult and listen when he/she is talking.
2. Be polite, friendly/helpful.
3. Show respect for others, for themselves and for property.
4. Always walk in the Nursery.

**Unacceptable behaviour**

This is behaviour which interferes with the physical or emotional well-being of others and affects their ability/capacity to work or play constructively and in safety.

In the case of a serious single action between children the parents/carers of both parties will be informed by telephone immediately after the incident has taken place e.g. serious bite (drew blood), breaking of skin, nosebleed.

**Persistent Poor Behaviour**

This must be monitored and an on-going record kept by the room leader to form the basis of discussion when reporting this to the General Manager (Chelsea Cunningham) and the Deputy Manager (Hannah Parker) or to parents/carers.

Children must be made aware of what aspect of their behaviour is not acceptable and the reason for this.

Nursery Practitioners deal with and monitor poor behaviour, referring to Room Leaders, Deputy Manager and General Manager in turn as necessary.

Incidents of serious outbursts must involve the General and Deputy Manager. Parents/Carers of children involved in the incident may need to be informed and requested to discuss the matter at the earliest opportunity.

**Positive Reinforcement**Adults will ensure that children understand clearly why behaviour is inappropriate or unacceptable.

Further reminders will be clear, firm and phrased in positive language to reinforce for the child the desired behaviour.

When the child displays the desired behaviour it will be rewarded and reinforced with verbal praise.

**Working with Parents and Carers**

Where unacceptable behaviour persists the Room leader will work with the Parents/Carers and a discussion will lead to an agreed target being set to improve some aspect of behaviour. The ways in which Parents/Carers and Nursery staff will work with the child will be specified and agreed and will be age appropriate and tailored to meet the child’s individual development needs

1 A clear, achievable target will be set and agreed by Nursery staff and Parents/Carers.

2 A simple recording system will be devised to complete at home and at nursery with comments from Nursery staff and Parents/Carers.

3 A simple reward system based around praise, to be agreed.

**Baby Bears Day Care will not give corporal punishment to a child.**

Physical intervention will only be used for the purposes of averting immediate danger of personal injury to any person (including the child) or to manage a child’s behaviour if absolutely necessary (EYFS 3.2) If physical intervention is given to prevent a child from injuring themselves or others or damaging property, an incident form will be completed and then signed by a Manager and parent/carer on collection of the child.