



Round and Round the Gardens Childcare

... the natural choice for your child.

Jack Temple Building . Pyrford Road . Pyrford . Surrey . GU22 8UQ
01932 355322

Company Director / Nursery Manager
Suzanne Filson BA (Hons) / EYPS
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Company Secretary / Business Manager
Andi Hart Assoc. CIPD MCMI MInstAM
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Round and Round the Gardens Commitment to Childcare, Behaviour Management and Inclusion is as follows:

Our school believes that children flourish best when they know how they are expected to behave and should be free to play and learn without fear of being hurt or unfairly restricted by anyone else.

AIM:

We aim to provide an environment in which there is acceptable behaviour and, most importantly, where children learn to respect themselves, other people and their environment.

METHODS:

- We have a named person who is responsible for Behaviour Management; this is **Suzanne Filson**. As such, this person will keep herself up-to-date with legislation and thinking on handling children's behaviour. This information will be discussed with staff and parents, opinions gathered and behaviour management adjusted and made more appropriate or better where and when required. Staff will have in-house and Surrey training where new information will be disseminated at Staff Meetings, as well as drawing on the expertise from others.
- All children are individuals and should be respected as such, whilst given equal opportunities
- Everyone, which includes, Staff, students, and parents helpers should provide a positive model of behaviour by treating children and each other with friendliness, care and courtesy, exhibiting good behaviour and examples of how we would wish for children to behave i.e by not sitting on the tables, by sitting and eating with the children etc..
- Anyone who is new to Round and Round the Gardens will be familiarised with this policy during their induction.
- This policy will be enforced consistently.



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- When children behave in unacceptable ways, we help them to see what was wrong; allow them time for discussion and reflection and how they can cope more appropriately.
- We NEVER send children out of the room by themselves.
- All children should be invited/encouraged to participate in all activities, ensuring that no stereotyping or gender placement occurs. (A child's right not to participate should be respected.)
- Children's personal and social development is to be encouraged to develop i.e. 'please', 'thank you', thinking of others, being kind and caring, able to have time to express themselves and talk freely, sharing and turn taking, not misusing equipment, to bring their interests to the group etc.
- Children should be approached by all staff members in a professional, kind and caring manner.
- Staff speaking to children should do in a calm, appropriate manner; bending to their level and speaking slowly and clearly, repeating instructions as required.
- Staff should be helpful to the children at all times, although allowing them independence to learn for themselves, to build strategies for accomplishing tasks and to grow in self esteem and confidence.
- Staff should not, unless preventing that child, another child or another member of staff from accident or injury, remove any child from his/her environment in a forceful manner.
- Round and Round the Gardens does not use smacking, a 'naughty chair', shaking or any other physical or emotional 'punishment' to discipline children. The use of the word '**naughty**' should not be used in any circumstance. Children will not be threatened with any of these either.
- Staff should respect the children's privacy where appropriate e.g. when toileting.
- Staff should be responsible for providing a caring safe environment in which children learn and develop, taking into consideration multiculturalism, religious or other beliefs and special needs/requirements.
- Staff will work in conjunction with parents, making every effort to listen to their concerns and questions.



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- Staff should recognise that partnership with parents is vital if children are going to flourish.
- We do not use techniques intended to single out and/or humiliate any child.
- In cases of misbehaviour, such as racial or other abuse, we make clear immediately the unacceptability of the behaviour and attitudes, by means of explanations rather than personal blame.
- We do not shout or raise our voices in a threatening way to respond to children's behaviour, nor do we use threatening, overpowering and intimidating body language.
- We handle children's unacceptable behaviour in ways which are appropriate to their ages and stages of development - for example by distraction, discussion or by withdrawing a child from a situation where necessary.
- We work in partnership with parents who are always informed about their child's behaviour. We work with parents to address recurring, unacceptable behaviour; making mutually convenient times for confidential meetings, offering childcare so that meetings can take place before, during or after school so that jointly we can work through a helpful and acceptable programme together.
- We have a separate handling of children policy which specifies in which staff are to physically handle children and what is deemed unacceptable and appropriate.
- Our behaviour management policy also falls in line with our Safeguarding Policy.

Updated: May 2015
Review: May 2016