



Clowns Nursery is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Focus: Develop the child's social skills
Encourage self-discipline

At Clowns Nursery our aim is to create a pleasant and caring environment in which all children will be free to achieve their full educational and social potential. For the care and comfort of all the children, discipline in the nursery is essential. Children need boundaries to feel secure. Discipline will be consistent amongst staff and agreed with parent/carer.

Physical punishment towards any child is not permitted on any occasion. Any member of staff found to be disciplining a child in this manner will be subject to disciplinary procedures.

In each room staff will agree boundaries about what is safe and acceptable and the triggers to look for to help manage children's behaviour appropriately. This document will be reviewed on a termly basis to assess impact. The Health and Safety Officer will check these on a termly basis and will assess impact WITH the team. (See **13.1.4 Managing Behaviour: Room Behaviour Strategies Form** and **13.1.5 Managing Behaviour: Room Restraint Strategies Form**)

Bullying

As a staff team we have identified bullying as unacceptable behaviour, and we are aware of the effect that bullying has on children. We will deal with any incident of bullying as with any other type of challenging behaviour, taking into consideration the age and stage of development of the children concerned.

It is our practice to praise good behaviour and use distraction, intervention and redirection to prevent or handle any challenging behaviour. Any action which causes pain or humiliation to a child will not be used as a means of punishment.

We believe that changes in a child's behaviour may be for several reasons. It may be due to their age or stage of development. These periods normally only last for a short length of time. Changes also occur when children experience new circumstances at home for example parental separation, new home, new siblings or bereavement.