



Promoting Positive Behaviour Policy

Purpose

Our nursery believes that children flourish best when they know how they and others are expected to behave. Children gain respect through interaction with caring adults who act as good role models, show them respect and value their individual personalities. The nursery promotes good values and encourages and praises positive, caring and polite behaviour at all times, and where children learn to respect themselves, other people, and their surroundings.

Policy

Children need to have set boundaries of behaviour for their own safety and the safety of their peers. Within the nursery we aim to set these boundaries in a way which helps the child to develop a sense of the significance of their own behaviour, both on their own environment and those around them. Restrictions on the child's natural desire to explore and develop their own ideas and concepts are kept to a minimum.

We aim to:

- recognise the individuality of all our children and that some behaviours are developmentally and neurotypically normal in young children e.g. biting, frustration etc
- encourage self-discipline, consideration for each other, our surroundings and property
- encourage children to participate in a wide range of group activities to enable them to develop their social skills
- ensure that all staff act as positive role models for children
- encourage parents and other visitors to be positive role models and challenge any unacceptable behaviours as quickly as possible.
- work in partnership with parents and carers by communicating openly
- praise children and acknowledge their positive actions and attitudes therefore ensuring that children see that we value and respect them
- encourage all staff working with the children to accept their responsibility for implementing the goals in the policy and to be consistent in their approach
- promote non-violence and encourage the children to deal with conflict peaceably
- provide a key carer system enabling staff to build a strong and positive relationship with children and their families
- encourage children to learn self-regulation skills by supporting them to manage emotions effectively by adopting a model that develops sympathy, empathy and compassion techniques, focusing on the particular behaviour and not the child.

- provide activities and stories to help children learn about accepted behaviours, including opportunities for children to contribute to decisions about accepted behaviours where age/stage appropriate
- support developing regulation skills as appropriate
 - have a named person who has overall responsibility for behaviour management

Aim: Acknowledging a child's emotions and reassuring them that it is ok to feel the way they feel.

- Ask them 'what has happened?, can you talk to me so I can help you?'
- Ask them how they feel
- Acknowledge their emotions and explain that the action is unacceptable - 'it's ok to feel angry, sometimes' Explain that the other child feels this way too when..., 'however this isn't the way to react...'
- Ask them to find a solution (if old enough to do so), if they cannot find a solution then offer some help 'what do you think we can do next time?'
- Praise them for finding a solution OR acknowledging your solution.
- Close the situation there and then by offering a cuddle, letting them know it's over and if relevant use the phrase 'don't worry, you'll remember next time'

The named person will:

- advise and support other staff on behaviour issues
- along with the nursery managers, keep up to date with legislation and research relating to positive behaviour techniques
 - have the necessary skills to keep up to date with legislation and research and support changes to policies and procedures in the nursery
 - access relevant sources of expertise where required and act as a central information source for all involved
 - attend regular external training events
 - ensure all staff attend relevant in-house or external training for behaviour management. A record will be kept of staff attendance at this training

We recognise that codes of conduct for interacting with other people vary between cultures and staff are required to be aware of this and respect those used by members of the nursery. Nursery rules are concerned with safety and care and respect for each other. We keep the rules to a minimum and ensure that these are age and stage appropriate. We regularly involve children in the process of setting rules to encourage cooperation and participation and ensure children gain understanding of the expectation of behaviour relevant to them as a unique child. Children who behave inappropriately by physically abusing another child or adult, or through verbal bullying, will be helped to talk through these actions and apologise where appropriate. The child who has been upset will be comforted and the adult will confirm that the other child's behaviour is not acceptable. We always acknowledge when a child is feeling a particular emotion that it is the behaviour that is not acceptable, and not the child.

When children behave in unacceptable ways:

- we never use or threaten to use physical punishment/corporal punishment such as smacking or shaking
 - we will only use physical intervention for the purpose of averting immediate danger or personal injury to any person (including the child) or to manage a child's behaviour if absolutely necessary and in accordance with the EYFS statutory framework (3.52). We keep a record of any occasions where physical intervention is used and inform parents on the same day, or as soon as reasonably practicable

- we recognise that for some children there may be specific development needs that mean regular and ongoing restraint may be necessary to keep themselves and others safe from harm. Any restraint used will be carried out by staff who have received specialist restraint training and staff will use techniques and guidance recommended by the approved training provider. Specialist restraint arrangements will be agreed with parents and recorded. We will complete an incident form following any use of restraint and notify the parents the same day
- we do not single out children or humiliate them in any way. Where children use unacceptable behaviour, they will, wherever possible, be redirected to alternative activities. Discussions with children will take place as to why their behaviour was not acceptable, respecting their level of understanding and maturity
- staff will not raise their voices in a threatening way, but we recognise at times we may need to raise our voice to keep them safe
- in any case of misbehaviour, it will always be made clear to the child or children in question, that it is the behaviour and not the child that is unwelcome
- how a particular type of behaviour is handled will depend on the child's age, level of development and the circumstances surrounding the behaviour. It may involve the child being asked to talk and think about what he or she has done. All staff support children in developing empathy and children will only be asked to apologise if they have developed strong empathy skills and have a good understanding of why saying sorry is appropriate.
- parents will be informed if their child is unkind to others or if their child has been upset. In all cases inappropriate behaviour will be dealt with in nursery at the time. Parents may be asked to meet with staff to
 - discuss their child's behaviour, so that if there are any difficulties, we can work together to ensure consistency between their home and the nursery. In some cases, we may request additional advice and support from other professionals, such as an educational psychologist or child guidance counsellors
 - we will support children to develop non-aggressive strategies to enable them to stand up for themselves so that adults and children listen to them, show an understanding of their own feelings and those of others and begin to regulate their behaviour accordingly.
 - confidential records will be kept on any negative behaviour that has taken place. Parents/carers will be informed and asked to read and sign any entries concerning their child
 - if a child requires help to develop positive behaviour, every effort will be made to provide for their needs
 - through partnership with parents and formal observations, we make every effort to identify any behavioural concerns and the causes of that behaviour. From these observations and discussions, we will implement an individual behaviour modification plan where a child's behaviour involves aggressive actions towards other children and staff, for example hitting, kicking etc. The manager will complete risk assessments identifying any potential triggers or warning signs ensuring other children's and staff's safety at all times. In these instances we may remove a child from an area until they have calmed down.
 - children will be distracted from the negative situation and supported in a different activity or environment, if necessary, for their own well-being and that of others in the group.
 - If a child hits out or endangers themselves or other children/staff or enters an emotional storm, they will be supported to return to a calm state where the child feels secure and safe before dealing with the behaviour.
 - any incident that happens that causes harm to another child/adult regarding behaviour must be recorded on an incident sheet and the parents informed that same day

By positively promoting good behaviour, valuing co-operation and a caring attitude we hope to ensure that children will develop as responsible members of society.

Name of setting SENCO: **Kayleigh-Jayne Grindlay/Alisha Bennett**

Anti-Bullying

Children must be encouraged to recognise that bullying, fighting, hurting and discriminatory comments are not acceptable behaviour. We want children to recognise that certain actions are right and that others are wrong.

Bullying takes many forms. It can be physical, verbal or emotional, but it is always a repeated behaviour that makes other people feel uncomfortable or threatened. We acknowledge that any form of bullying is unacceptable and will be dealt with immediately while recognising that physical aggression is part of children's development in their early years. At our nursery, staff follow the guidelines below to enable them to deal with challenging behaviour:

- staff are encouraged to ensure that all children feel safe, happy and secure
- staff are encouraged to recognise that active physical aggression in the early years is part of the child's development and that it should be channelled in a positive way
- children need to be helped to understand that using aggression to get things is inappropriate and will be encouraged to resolve problems in other ways
- our staff are encouraged to adopt a policy of intervention when they think a child is being bullied, however mild or "harmless" it may seem
- the staff are ready to initiate games and activities with children, when they feel play has become aggressive, both indoors and out
- Staff will sensitively discuss any instance of bullying with the parents of all involved to look for a consistent resolution to the behaviour
- if any parent has a concern about their child, a member of staff will be available to discuss those concerns. It is only by co-operation that we can ensure our children feel confident and secure in their environment, both at home and in the setting.

Associated documents:

- Safeguarding policy
- Accident/Incident/Existing Injuries form
- Near Miss Form