Positive Behaviour Policy

The nursery has a Positive Behaviour Policy to ensure that staff and parents work together to respect and value all children by promoting positive behaviour. We want to encourage all children to understand and develop qualities such as reliability, honesty, kindness, resilience, caring and the ability to consider others which will include sharing, turn taking and the ability to play in harmony. We aim to foster a caring family atmosphere in which care and learning take place in a safe and happy environment. The nursery encourages and praises positive, caring, and polite behaviour always and provides an environment where children learn to respect themselves, other people and their surroundings.

Children need to have set boundaries of behaviour for their own safety and the safety of their peers. Children gain respect through interaction with caring adults who act as good role models, show them respect and value their individual personalities. Within the nursery we aim to set boundaries in a way which helps the children develop a sense of the significance of their own behaviour, both in 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.

Children flourish in environments that they feel confident within with clear boundaries in place.

In order to achieve this:

- We will value all children and treat them with respect.
- We will develop a positive self-image through regular praise and encouragement.
- We will provide a positive role model for the children with regards to friendliness, care and courtesy.
- We will constantly praise and endorse behaviours such as kindness and willingness to turn take.
- We will encourage children to participate in a wide range of group activities to enable them to develop their social skills
- We will create an environment in which challenging or unacceptable behaviour is re- directed into appropriate behaviour.
- Provide a key person system enabling staff to build a strong and positive relationship with children and their families
- All staff will be encouraged to accept their responsibility for implementing the goals in this policy and to be consistent.

- 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
- All staff will have a realistic approach and expectations towards the children they are caring for. This will be explained to new staff as part of the induction.
- The behaviour of a child can be dependent on their age and their stage of development. Sometimes the behaviour is a child's way of expressing their feelings, and this will be taken into consideration when dealing with behaviour.

Please also refer to **Special Educational Needs and Disability Policy** which is written in line with SEND code of practice 2015.

When children behave in an unacceptable way:

- Physical punishments, such as shaking, will be neither used nor threatened.
- If a child displays behaviour that is not safe to others, the child may be taken to a distraction free zone and will always be supported by a practitioner.
- Techniques intended to single out and humiliate individual children will not be used.
- Children who display undesirable behaviour will be given one to one support to reinforce and role model positive behaviour.
- Adults will remain calm when addressing challenging behaviour.
- If a certain behaviour is unacceptable, where appropriate to the age of the child the reasons why this is unacceptable will be explained to the child.
- It will always be made clear to the child or children who do display unacceptable behaviour that it is the behaviour that is not welcome and not the child that is unwelcomed.
- Any intervention to a reoccurring problem will be tackled by the nursery in partnership with the child's parent/carer using objective observation records to establish the cause.
- Staff will always discuss concerns with parents/carers, but this will always be balanced giving regard to child's age and stage of development.

- When a child's challenging behaviour is dangerous or is disrupting others and distraction has failed, we will direct the child to alternative activities or some quiet time out. Behaviour such as biting and hitting will be recorded on an incident form and shared with the parent/carer so strategies for elimination of this behaviour can be put into place both at home and nursery.
- In extreme circumstances where physical intervention is absolutely necessary to avert immediate danger of personal injury to any person (including the child) or to manage a child's behaviour, a written record of the intervention will be kept detailing the name of the child and members of staff involved in the intervention and the reason for the intervention. Under these circumstances Parents/carers will be informed of the intervention on the same day, or as soon as reasonably practicable.

The role of the named positive behaviour management person in the nursery:

- Makes sure that all staff are aware of the Behaviour Management Policy, and that this is included in the induction of every new member of staff.
- Makes sure that all staff are consistent and work together in their approach to dealing with children's behaviour.
- Encourages and guides the staff team in being positive role models.
- Encourages and guides the staff team in following agreed strategies for managing unwanted behaviour, such as distraction, ignoring, and 'cool down' time.
- Make sures that parents/carers are told about their child's unwanted behaviour at the right time and in a respectful way, remembering to ensure privacy and confidentiality when the discussion is taking place.
- Makes sure that staff record and monitor incidents of unacceptable behaviour correctly.
- Takes part in available, relevant training and pass the information and learning back to the team.

This person will be happy to discuss any issues around a particular child's behaviour with their parent/carer