

Positive Behaviour Policy

The nursery has a Positive Behaviour Policy to ensure that staff and parents work together to realise and value all children promoting positive behaviour. We want to encourage all children to understand and develop qualities such as reliability, honesty, kindness and have the ability to consider others which will include sharing, take turns and ability to play in harmony. We aim to foster a caring family atmosphere in which care and learning takes place in a safe and happy environment.

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

In order to achieve this:

- We will value 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 desirable behaviour such as kindness and willingness to share.
- We will take positive steps to avoid a situation in which children receive adult attention only in return for undesirable behaviour.
- We will create an environment in which challenging or unacceptable behaviour is re-directed into appropriate behaviour.
- The management of anti-social behaviour will be treated with consistency by staff.
- 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 2014.

When children behave in an unacceptable way:

- Physical punishments, such as shaking, will be neither used nor threatened.
- Children will never be sent out of the room by themselves.
- 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 with some positive feedback.
- 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.

The role of the named positive behaviour management person is:

- To make 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.
- To make sure that all staff are consistent and work together in their approach to dealing with children's behaviour.
- To encourage and guide the staff team in being positive role models.
- To encourage and guide the staff team in following agreed strategies for managing unwanted behaviour, such as distraction, ignoring, and 'cool down' time.
- To make sure 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.
- To make sure that staff record and monitor incidents of unacceptable behaviour correctly.
- To take part in available, relevant training and pass the information and learning back to the team.
- To lead the annual review of the policy.

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