

# Promoting Positive Behaviour



Our nursery believes that children flourish best when they know how they are expected to behave. Children gain respect through interaction with caring adults who show them respect and value their individual personalities.

Positive, caring and polite behaviour will be encouraged and praised at all times in an environment where children learn to self-regulate through co-regulation and emotional coaching.

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 in their own environment and in that of 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 normal in young children
- Recognise the importance of co-regulation in young children's development of self regulation
- Encourage self-regulation and 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
- Work in partnership with parent/carer(s) 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 children to accept their responsibility for implementing the goals in this policy in a consistent manner
- Promote non-violence and encourage children to deal with conflict peacefully
- Provide a key person system enabling staff to build a strong and positive relationship with children and their families
- Have a named person who has overall responsibility for issues concerning behaviour

The named person for supporting behaviour, **Caitlin Mitchell**, will advise other staff on behaviour issues and along with each key worker will 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, and ensure all staff attend relevant in-house or external training for supporting children.

A record will be kept of staff attendance at this training which will be kept in the behaviour management file.

We recognise that codes 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. Children who behave inappropriately towards another child or adult e.g. biting, or through verbal bullying, will be supported in an age appropriate way to ensure that progress is made. The child who has been upset will be comforted and the adult will acknowledge the children's feelings but that their behaviour is not acceptable.

We have procedures to follow for children who display negative behaviour including:

- ABC observation record to complete
- a behaviour assessment checklist
- Behaviour audits to complete together termly

All of which can be found in the behaviour management file.

## When children display challenging behaviour

- Physical punishment such as smacking or shaking will be neither used nor threatened, however it may be necessary to use restraining action in an emergency to prevent personal injury and protect the safety of other children and staff *\*see physical intervention policy*

- Children will not be singled out or humiliated in any way. Staff within the nursery will redirect the children towards alternative activities. Discussions with children may take place respecting their level of understanding and maturity
- Staff will not raise their voices in a threatening way
- 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.
- Parent/carer(s) will be informed if their child's behaviour is unkind to others or if their child has been upset. In all cases inappropriate behaviour will be dealt with in the nursery at the time. Parent/carer(s) 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 health visitor.
- Confidential incident reports will be kept on any negative behaviour that has taken place. Parent/carer(s) will be informed and asked to read and sign any entries concerning their child
- Through partnership with parent/carer(s) and formal observations, staff will make every effort to identify any behavioural concerns and the causes of that behaviour. From these observations and discussions, a plan will be implemented
- In the event where a child's behaviour involves aggressive actions towards other children and staff, for example hitting, kicking etc. the manager should complete risk assessments identifying any potential triggers or warning signs ensuring other children and staff safety at all times.
- 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.

### **Anti-bullying**

Children need their own time and space. It is not always appropriate to expect a child to share and it is important to acknowledge children's feelings and to help them understand how others might be feeling.

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. Any form of bullying is unacceptable and will be dealt with immediately.

*\* See also Equality and Inclusion policy*

At our nursery, staff follow the procedure 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 they 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
- Staff are ready to initiate games and activities with children, when they feel play has become aggressive, both indoors and out
- Any instance of bullying will be discussed fully and confidentially with the parent/carer(s) 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 through cooperation that we can ensure our children feel confident and secure in their environment, both at home and at Nursery

- All concerns will be treated in the strictest confidence. By positively promoting good self-regulation through an appropriate level of co-regulation, valuing co-operation and a caring attitude we hope to ensure that children will develop as responsible members of society.

*\*See also Promoting Self-regulation Plan and Equality and Inclusion Policy*

## **Biting**

Biting can be an uncomfortable subject for parent/carer(s) of both the biter and the child who is bitten.

The aim of this policy is to explain how the nursery deals with biting. Please discuss any concerns you may have regarding this issue with the nursery manager.

If your child is known to bite we would prefer to know in advance. Children bite for a variety of reasons. This may be because they are teething, frustrated, exploring using their mouth, asserting their independence and wanting to gain control, maybe of a toy, or they could be stressed. It may also be because they want to gain attention.

The nursery will work with you and your child to establish when and why they are biting. We will observe the child closely to see if certain conditions or situations trigger the behaviour and then work with them to try and avoid the incidents occurring. This may involve altering the child's routine, giving them more one to one attention, purchasing additional resources so sharing is not such a major issue or if it is because a child is teething, providing suitable teething resources.

A member of staff will ensure that if a child is bitten that they are comforted and given lots of attention. We will ensure that any first aid is applied correctly, if required, and the incident will be recorded on an accident document and parent/carer(s) asked to sign it.

If your child bites then a member of staff will remove them from the situation. We will explain to them, according to their age and understanding that biting is unacceptable behaviour. For younger child this may be by tone of voice and facial expressions rather than lots of words. It may be necessary for us to exclude the child from an activity until they are calm enough to return. We will also encourage the child to apologise to the child they have bitten and work with them to develop strategies to help them deal with the reasons.

With regard to our Confidentiality Policy we will not disclose the name of the biting child to the parent/carer(s) of the bitten child.

Many children go through a stage of biting. Please don't be alarmed - it doesn't last forever and it is a very normal part of development!