



Promoting Positive Behaviour Policy

We believe that children and adults flourish best in an ordered environment in which everyone knows what is expected of them and children are free to develop their play and learning without fear of being hurt or hindered by anyone else.

What we aim to do

We aim to create an environment in which children can develop self-discipline and self-esteem in an atmosphere of mutual respect and encouragement.

How we will achieve this

- There will be rules governing the conduct of the group and the behaviour of the children will be discussed and agreed with the nursery and explained to all newcomers, both children and adults.
- All adults in the nursery will ensure that the rules are applied consistently where possible, so that children have the security of knowing what to expect and can build up useful habits of behaviour.
- All adults will provide a positive role model for the children with regard to friendliness, care and courtesy.
- Adults in the nursery will praise and endorse desirable behaviour such as kindness and willingness to share.
- Wherever possible we will endeavour to avoid a situation in which children receive adult attention in return for undesirable behaviour.
- Negative behaviour - most children at certain stages of development demonstrate behaviour that is negative. Children may demonstrate negative behaviour verbally or physically e.g. biting/ swearing. We recognise that children may display negative behaviour due to the fact that they are still exploring their emotions and understanding of what is socially accepted.

When children behave in unacceptable/ negative ways:

- Physical punishment, such as smacking or 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 such as the “naughty chair” will not be used.
- Where appropriate this might be achieved by a period of “time out” with an adult in the room. There may be times where the child is led out of the room to avoid disruption to the other children or the child needs to be removed from the other children. They will always be with an adult.
- Children who misbehave will be given adult support in seeing what was wrong and working towards a better pattern.
- In cases of serious misbehaviour, such as racial or other abuse, the unacceptability of the behaviour and attitudes will be made clear immediately, but by means of explanations rather than personal blame.

- 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.
- Adults will not shout, or raise their voices in a threatening way.
- Adults in the nursery will make themselves aware of, and respect, a range of cultural expectations regarding interactions between people.
- If behaviour results in an injury to another child/adult e.g. a bite or damage to property the incident should be recorded in the accident book.
- Any behaviour problems will be handled in a developmentally appropriate fashion, respecting individual children's level of understanding and maturity.
- Recurring problems will be tackled by the Nursery, in partnership with the child's parents, using objective observation records to establish an understanding of the cause. Parents will be invited to a meeting and an appropriate action plan will be decided together. If the situation persists, outside agencies may be contacted to offer constructive, confidential advice. If the situation is still unresolved the nursery may request for temporary suspension or termination of the child's attendance.
- Adults will be aware that some kinds of behaviour may arise from a child's special needs.

Bullying

- Practitioners recognise that on occasions children may be the victim or perpetrator of bullying. Practitioners should ensure that comfort is provided to the victim of bullying. The child's parents should be informed and offered support, ensuring anonymity of children involved.
- Practitioners should sensitively manage a child who is bullying and acknowledge the child's stage of development/ understanding whilst ensuring the inappropriateness of the behaviour/actions is made clear. Practitioners should inform parents, maintaining confidentiality and offering support.
- Practitioners training - The manager should update their training regularly and inform the nursery team of any developments.

Behaviour Procedure

- Always reject the behaviour, not the child. Never label children as bad or naughty either to them or to someone else in their hearing – they will live up to it!
- Give direction and correction to children in a positive way, e.g. – 'keep the sand in the sand tray' not 'don't drop the sand on the floor'.
- Give praise as often as possible – notice behaviour you like and remark on it.
- Set limits. Children need to be secure in knowing you will not let either their behaviour or their feelings get out of control. You will neither hurt, let them hurt, nor be hurt.
- Be consistent. The same reaction to the same situation each time gives children the feeling of security. You give them the power to predict the future and an ability to avoid unhappy situations.
- Do what you have said.
- Do not threaten what you can't do.
- Build up trust.
- When talking to children about their behaviour be close, calm and at their level.

- Explain to children the reason why we say sorry, and what it is they have done wrong. If possible find a way for them to make it up to the other person.
- Make children sensitive to their own feelings and other people's. Feedback how they are feeling, e.g. 'You look angry to me'. Give them different options of how to express or deal with feelings. Get them to be aware that other people have feelings. Point out physical signs – tears, smiles – and ask them to remember how they felt when they did these.
- Sometimes there isn't time for reasoning. Children need to recognise an adult's authority and respond to 'Stop'.
- Once the behaviour has been dealt with it will not be returned to.
- If the incident has been dealt with at nursery parents should not re-punish their child at home.

Date policy was reviewed	March 2021
This policy is due for review before	March 2022