

Promoting Positive Behaviour

At Little Oaks Nursery, we believe 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 actively promotes British values and encourages and praises positive, caring and polite behaviour at all times 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. 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 that of others 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 e.g. biting
- 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 undesired behaviour shown
- Work in partnership with parents 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 and to be consistent
- 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
- Provide activities and stories to help children learn about accepted behaviours, including opportunities for children to contribute to decisions about accepted behaviour where age/stage appropriate
- Supporting and developing self-regulation and empathy as appropriate to stage of development
- Have a named person who has overall responsibility for behaviour management.
- We understand that codes for interacting vary between cultures and require staff to be aware of, and respect those used by members of the Nursery.

The named person; Stephanie Jackson (Nursery Manager) for managing behaviour will:

- Advise and support other staff on behaviour concerns
- Along with each room supervisor, they will keep up to date with legislation and research relating to behaviour
- 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 behaviour management. Keep a record of staff attendance at this training.
- Regularly assess methods and approach's to dealing with children's behaviour through staff meetings, senior management teams and appraisals.

Our nursery operates on a principle that individuals are encouraged to take care of each other. By doing so we can encourage and support children to make good choices and think about the consequences of their actions. Explanations are provided at an age and developmentally appropriate level to ensure children understand what is being discussed.

The Nursery encourages children to be involved in the development of nursery rules. This helps children to understand what behaviour is expected in nursery whilst recognising and respecting children's individual needs and stage of development.

We regularly involve children in the process of reinforcing the rules to encourage cooperation and participation and ensure children gain understanding of the expectations of behaviour relevant to them as a unique child.

Children who behave inappropriately, for example, by physically abusing another child or adult e.g. biting, or through verbal bullying, are helped to talk through their actions and what consequences their actions may have caused. We make sure that the child who has been upset is comforted and supported by an adult.

We always acknowledge when a child is feeling angry or upset and that it is the behaviour that is not acceptable, not the child.

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

How the Nursery deals with unacceptable behaviour:

We decide how to handle a particular type of behaviour depending on the child's age, level of development and the circumstances surrounding the behaviour.

Generically as a Nursery, we will;

- Provide a consistent approach that will help avoid mixed messages being conveyed. We will give children clear and simple explanations when managing behavioural difficulties.
- Never use or threaten to use physical punishment/corporal punishment such as smacking or shaking
- We 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. We keep a record of any occasions where physical intervention is used and inform parents on the same day, or as reasonably practicable
- We recognise that there may be times where children may have regular occasions where they lose control and may need individual techniques to restrain them. This will only be carried out by staff who have been appropriately trained to do so. Any restraints will only be done following recommended guidance and training and only with a signed agreement from parents on when to use it. We will complete an incident form following any restraints used and notify the parents
- We do not single out children or humiliate them in any way. Where children use unacceptable behaviour they will, wherever possible, be re-directed to alternative activities. Discussions

with children will take place as to why their behaviour was not acceptable, respecting their level of understanding and maturity

- We support children in developing non-aggressive strategies to enable them to express their feelings
- In any case of misbehaviour, we always make it clear to the child or children in question, that it is the behaviour and not the child that is unwelcome
- We will not insist that children say “sorry” after an incident of conflict with another child unless they independently express this.
- If the child’s behaviour involves the use of inappropriate language follow steps similar to those of the behaviours above.
- We do not advocate the use of “time out” or making children sit separately from the rest of the group. This approach does not help children to understand how to take care of each other. If a Practitioner feels it would be helpful for a child to have a space to help regulate feelings, this will be provided in a supportive manner.

As a Nursery we have devised a specific plan to deal with children’s behaviour dependent on their age/stage of development;

Bluebell room

- We will kneel or sit at the child’s level and not tower above them to address the unwanted behaviour.
- Body language used will not appear threatening and our approach will be to remain calm and relaxed.
- We will distract the child from the unacceptable behaviour as this method is deemed most appropriate for this age group.
- Positive behaviours will always be reinforced to highlight to the child the behaviour that we wish to see.

Daisy room

- We will kneel or sit at the child’s level and not tower above them to address the unwanted behaviour.
- Adult voices will be kept low, we will not shout or used raised voices.
- Body language used will not appear threatening and our approach will be to remain calm and relaxed.
- We will distract the child from the unacceptable behaviour as this method is deemed most appropriate for this age group.
- The behaviour will be discussed calmly with the child and an explanation will be given, age appropriately as to why this behaviour is not acceptable.
- We understand that children may require support to deal with their emotions and we promote an atmosphere that acknowledges these emotions and encourages children to explore them independently. Therefore, a calm corner is offered to allow the children to express their emotions freely and safely.
- If the behaviour is repeated, this method will be repeated again.

Poppy Room

- We will kneel or sit at the child’s level and not tower above them to address the unwanted behaviour.
- Body language used will not appear threatening and our approach will be to remain calm and relaxed.
- Adult voices will be kept low and we will not shout or used raised voices.

- The behaviour will be discussed calmly with the child and an explanation will be given, age appropriately as to why this behaviour is not acceptable.
- The child will be given the opportunity to discuss how they feel emotionally with regards to the incident.
- An open discussion between the children will be encouraged to resolve conflict.
- During times of distress and emotional behaviours, children will be encouraged to discuss these in a safe place designated within the room and the opportunity to do this freely and safely.
- Positive behaviours will be reinforced such as kindness, willingness to share and these will be accompanied by praise to support a positive outlook on behaviour for the child/ren.

Parent/Carer Partnerships

When managing behaviour, staff must be aware of the individual needs of the child and family. We work in partnership with children's parents/carers. Parents/Carers are regularly informed about their children's behaviour by their keyworker. We will work together to address reoccurring unacceptable behaviour using observation records. This helps us to understand the cause of the behaviour and decide a joint approach to responding appropriately.

Through these behaviours, as a Nursery 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.

Unacceptable behaviour towards another child that results in an incident are recorded confidentially and parents are informed. A parents signature is required to acknowledge that the incident has been discussed.

Parents and families will be encouraged to;

- Communicate with staff regularly and share concerns about children's behaviour.
- Respect the behaviour policy outlined by the Nursery.
- Work in partnership and support Nursery staff to promote positive behaviour
- Be respectful to all children, families, staff and visitors and raise issues/concerns in an appropriate manner.

From time to time, it may be appropriate to arrange a meeting with the parent/carer to discuss their child's behaviour. This will be to identify any significant change in the child's life which may be a factor in the change in behaviour.

If the parent/carer also feels they require additional support to manage the child's behaviour then this will be offered in a way which is sensitive yet effective. A plan will be devised to support the child both at home/in the Nursery and reviewed regularly.

Anti-discrimination

Discrimination 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 discrimination is unacceptable and will be dealt with immediately while recognising that physical aggression is part of children's development in their early years.

