

Promoting Positive Behaviour

At Wood St Nursery we believe that children flourish when they are cared for in a kind and loving way, and that they learn to behave and develop self-control (as is appropriate to their age) through interaction with caring adults who act as good role models, show them respect, and value their individual personalities. Children need to have some boundaries of behaviour for their own safety, the safety of their peers, and to help them develop happy, fulfilling relationships with the people around them. Within the nursery, staff provide these boundaries in calm, gentle and age appropriate ways. This 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.

We recognise the impact the environment has on children's behaviour. Restrictions on the child's natural desire to explore and develop their own ideas and concepts, are kept to a minimum. Staff and managers modify the environment and resources to meet the changing needs of the children in the nursery.

We help staff to reflect on their own responses towards challenging behaviours to ensure that their reactions are appropriate. Staff are encouraged to build on and revisit their understanding of normal developmental behaviours, age appropriate expectations of children, and why some children may struggle. This is done through supervision, mentoring and training.

We use a key person system, enabling staff to build strong and positive relationships with children and their families. We encourage parents and other visitors to be positive role models, and will challenge any poor behaviour we see.

How we promote positive behaviour in our daily interactions with children

We acknowledge and praise children's positive actions and attitudes, ensuring that they develop confidence in their ability to behave positively and get their needs met.

We actively support children's self-regulation and empathy by listening to their experience and helping them to work through their feelings and to problem solve. We provide activities and stories to help children learn about accepted behaviours. We also provide opportunities for children to contribute to decisions about accepted behaviour, where this is age/stage appropriate.

We actively support children to understand and name what they are feeling and develop healthy ways to express their feelings.

We use a range of techniques such as:

- ignoring unwanted behaviours when possible
- catching and descriptively praising wanted behaviour
- helping a child deal with the consequences of their behaviour (such as sweeping up sand they have thrown)
- helping children recognise the impact of their behaviour on others (look at --'s face, they are sad because you have squashed their play-doh)
- showing children how to achieve their desired outcome without causing upset (e.g. a child who has snatched a paintbrush because they wish to paint will be helped to return it and select another from the pot)
- offering choices ("you can go outside to run, or walk inside", rather than "no running")

Named Person

The named person who has overall responsibility for behaviour management is **Naomi Hillman**

The named person managing behaviour will:

- advise and support other staff on behaviour issues
- along with each room leader, 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 external training events, and ensure all staff attend relevant in-house or external training for behaviour management.

Nursery rules

Our nursery rules are concerned with safety, care and respect for each other. They may change depending on the ages and needs of the children attending the nursery at any one time. The key rules are:

- please be gentle and kind with each other
- hurting is not ok
- respect and care for resources and environment

We keep the rules to an absolute minimum and ensure that these are managed in an age and stage appropriate way. We involve children (as is appropriate to their age) in setting rules, and talk with them about why we have rules, which is essentially to help children to learn to value the people and resources around them.

The nursery actively promotes British values and encourages and praises positive, caring and polite behaviour at all times. The nursery provides an environment where children learn to respect themselves, other people and their surroundings.

If a child behaves in an unacceptable way:

If a child behaves inappropriately, for example, by hurting another through words or actions, they will be helped to talk through and reflect on the impact of their actions and, if possible in the situation, supported to repair. If age/developmentally appropriate they will be encouraged to apologise. We make sure that the child who has been upset is comforted and the adult will confirm that the other child's behaviour is not acceptable. We always acknowledge when a child is feeling angry or upset. We will explain that it is the resulting behaviour that is not acceptable, not the child or the feeling.

If a child is having ongoing difficulties with unwanted behaviour, we look deeper to see what is happening for that child. We work as a staff team and with parents; we ask questions about what it is like at nursery and at home for the child. We use a behaviour recording chart to build up a picture of when and where the behaviour is occurring and what the child is achieving through it. (See ABC behaviour form).

We work in partnership with parents to manage unwanted behaviour and to make sure the child experiences consistency between nursery and home. We may ask parents to meet with staff to discuss their child's behaviour, and in some cases we may request additional advice and support from other professionals, such as an educational psychologist, to support staff, parents and children.

We never use shaming, humiliation or threats to manage children's behaviour. Physical punishment or the threat of physical punishment is totally unacceptable.

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, on an incident form, and inform parents on the same day, or as reasonably practicable.

We will decide how to handle a particular type of behaviour depending on the child's age, level of development, and the circumstances surrounding the behaviour. A child may be asked to move away from a certain area or activity if they have been consistently misbehaving. They will be free to use another activity or be re-directed to another member of staff.

We will implement individual behaviour modification plans where and when needed, in discussion

Where children use unacceptable behaviour they will, wherever possible, be given a positive request with an explanation, or be re-directed to alternative activities. Staff will talk to children about why certain behaviour was not acceptable, respecting their level of understanding and maturity.

Staff will not shout at children other than in an emergency situation, to keep that child or others safe.

We keep confidential records on any inappropriate behaviour that has taken place. We inform parents and ask them to read and sign any incidents concerning their child.

Anti bullying

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. We acknowledge that any form of bullying is unacceptable and will be dealt with immediately, while recognising that experimenting with a range of behaviours is part of children's development in their early years.

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.

We encourage children to recognise that bullying, fighting, hurting and discriminatory comments are not kind. At our nursery, staff will intervene when they think a child may be becoming upset or struggling socially. They will help redress power balances, however mild or harmless they may seem. They will also intervene and initiate different games and activities with children if they feel play has become aggressive, both indoors or out.

Staff will sensitively discuss any instance of bullying behaviour with the parents of all involved to look for a 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 co-operation that we can ensure our children feel confident and secure in their environment, both at home and in the nursery. All concerns will be treated in the strictest confidence.

On very rare occasions the management reserves the right to end a contract. This would be if parents or carers are not willing to work with staff and other outside agencies as deemed necessary when a child's behaviour is compromising other children's safety, or if a parent/carer behaves in a threatening or abusive manner towards staff.