



Promoting Positive Behaviour Policy

Staff will provide an atmosphere in which children and the staff will feel confident and valued, ensuring that children are appropriately supported to reach their potential.

The staff will act as excellent role models and encourage respectful and appropriate behaviour from the children. Furthermore, children will be supported in developing a sense of care, respect and responsibility towards others and the environment in which they live.

The purpose of this policy is to:

- To ensure that our nursery is a safe and happy place for all children to play and learn as well as a pleasant place for adults to work.
- To provide a framework for consistent behaviour management
- To support all staff in promoting positive behaviour and dealing with challenges appropriately in line with children's level of understanding
- To provide a clear set of appropriate rewards and sanctions.
- To develop and maintain an effective and complementary working partnership with parents.
- To help children to understand how to take care of themselves and others.

Summary of Responsibilities:

Tiddlers Nursery and Pre School is registered with Ofsted and Coventry Council's Early Years and Childcare Service.

There will be a named member of staff who has overall responsibility for our programme for supporting personal, social and emotional development, including issues concerning behaviour. This person is responsible for keeping her/himself up-to-date with legislation, research and thinking, on promoting positive behaviour. They will be up to date on how to handle children's behaviour where it may require additional support and for feeding back information to the other members of staff, parent and other organisational bodies.

The Staff:

Our approach to managing children is firmly rooted in a positive ethos.

Praise, encouragement and appropriate reward are linked to a high quality of care and provision, making the nursery an interesting and exciting place in which to learn and play.

Clear boundaries must be set, appropriate to the needs, age and developmental stage of the children. These must be applied consistently, and sanctions invoked fairly. All of which should be undertaken in partnership with the parents and children.

Staff Objectives:

- plan and deliver the activity effectively;
- challenge the children's self-expectations;
- Verbally praise children and encourage them to fulfil their potential;
- Agree on a Nursery set of rules with children where appropriate each term, allowing the children and staff to gather a clear understanding and boundaries
- keep parents informed of concerns through verbal and written communication.
- Be fair and consistent;
- Display Nursery rules prominently
- Discuss possible sanctions with children
- Listen to what children have to say
- Discuss with children the consequences of their actions
- Try to avoid situations that would encourage unacceptable behaviour
- Encourage children to make positive choices
- Discuss behavioural expectations with the children
- Reward individuals/groups /nursery for acceptable and appropriate behaviour.

Nursery Rules:

A calm and respectful atmosphere is maintained throughout the Nursery by being courteous and considerate of others and taking responsibility for our own actions.

We try to take a positive approach and recognise and reward sensible, positive and thoughtful behaviour. There may be some occasions when some children break the codes of behaviour, but these are always dealt with promptly and appropriately by a member of staff.

We place great emphasis on the importance of children understanding the consequences of their actions. In cases of persistent or more concerning challenges, parents are informed and invited to work with the Staff to address the problems.

Tiddlers Nursery and Pre School Rules are:

- Treat everyone with respect;
- Listen when others are speaking;
- Treat the nursery and other people's property with care.

- Walk when inside the Nursery

The behaviour management of all children is a joint responsibility of all members of staff employed at the Nursery. All staff should be mutually supportive and understanding of others' needs. If assistance is requested by staff or parents, it should be immediately forthcoming.

Equal Opportunities and Special Educational Needs:

Staff should be aware of matters, which may make it difficult for children to cope well in particular situations. The SENDCO (Special Educational Needs Coordinating Officer) should ensure that staff are briefed appropriately where disability and SEN (Special Educational Needs) affect the implementation of the Behaviour Management Policy.

Procedures for Unacceptable Behaviour:

- Physical punishment such as smacking or shaking will never be used or threatened, however, it may be necessary to use appropriate restraining action in an emergency to prevent personal injury and protect the safety of other children and staff. This will be recorded on an incident form and the parent/carer contacted. Staff will be trained in early years Team Teach methods
- Children will not be singled out or humiliated in any way. When necessary staff within the nursery will re-direct the children towards alternative activities. Discussions with children will take place respecting their level of understanding and maturity
- Staff will not raise their voices in a threatening way
- It will always be made clear to the child or children in question, that it is the behaviour that is not welcome, and not the child.
- How a behaviour is handled will depend on the child's age, the level of development and the circumstances surrounding the behaviour. It may involve the child being asked to talk and think about what he/she has done.
- Parents will be informed if their child's behaviour is unkind to others or if their child has been upset. Incident forms will be used when appropriate. In all cases, inappropriate behaviour will be dealt with in nursery at the time. Parents 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.
- Children will be supported to develop non-aggressive strategies; they will be given opportunities to release their feelings more creatively
- Confidential records will be kept on any unwanted or concerning behaviour that has taken place. Parents will be informed and asked to read and sign any entries concerning their child
- If a child requires help to develop positive behaviour, every effort will be made to provide for their needs

- Through a partnership with parents and formal observations, staff will make every effort to identify any behavioural concerns and the causes of that behaviour. From these observations and discussions, an individual behaviour modification 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 are safe at all times. In these instances, it may be that the child is removed from that area until they have calmed down and/or restraining techniques are used (see above regarding documentation to be completed).
- 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.

Signed on behalf of the Nursery:

Date

The Date for review: