



PROMOTING POSITIVE BEHAVIOUR POLICY

At Snug Nursery Schools 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, treat them with dignity and value their individual personalities. We encourage and praise positive, caring and polite behaviour. We provide an environment where children learn to respect themselves, other people and their surroundings. We work with children to support their understanding of behaviour that is acceptable and how to resolve conflicts together.

We set high expectations for children's behaviour and establish clear boundaries to ensure the safety of children in our care. We 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 those around them. Restrictions on the child's natural desire to explore and develop their own ideas and concepts are kept to a minimum.

Our framework for positive behaviour:

- recognises the individuality of all our children and that some behaviours are normal in young children for example biting;
- encourages self-discipline, consideration for each other, our surroundings and property;
- encourages children to participate in a wide range of group activities to enable them to develop their social skills;
- ensures that all staff act as positive role models for children;
- encourages parents and other visitors to be positive role models and challenge any poor behaviour;
- works in partnership with parents by communicating openly;
- praises children and acknowledges their positive actions and attitudes, ensuring that children see that we value and respect them;
- encourages all staff working with children to accept their responsibility for implementing the goals in this policy and to be consistent;
- promotes non-violence and encourage children to deal with conflict peacefully;
- provides a key person system enabling staff to build a strong and positive relationship with children and their families;
- provides activities and stories to help children learn about acceptable behaviours, including opportunities for children to contribute to decisions about acceptable behaviour where age/stage appropriate.

Our nursery school rules are concerned with safety, care and respect for each other. We keep rules to a minimum and ensure that these are age and stage appropriate. We regularly involve children in the process of setting rules to encourage co-operation and participation and ensure children gain understanding of the expectations of behaviour relevant to them as a unique child. As a setting we live the values that we have set everyday and follow the groundrules in every part of our daily routine, including circle times, meal times and also the Children's

committee. Through these daily routines children are encouraged to share ideas, voice their opinions but also listen to each other with respect.

Children who behave inappropriately by physically hurting another child or adult or using hurtful, unkind or uncaring language or behaviour are helped to talk through their actions and encouraged to apologise where appropriate. 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 and that it is the behaviour that is not acceptable, not the child.

When children behave in unacceptable ways:

- We never use or threaten to use physical punishment/corporal punishment such as smacking or shaking. It is an offence to give physical/corporal punishment to a child and if found to have taken place will result in disciplinary action, possible dismissal, criminal conviction and a referral to the vetting and barring service (DBS).
- We do not shout at children unless it is to alert them to an imminent danger.
- 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. Physical restraint of a child to manage behaviour must never be used and if found to have taken place will result in disciplinary action and possible dismissal.
- We never use food and drink as a punishment or reward. Staff must never force feed or withhold food or drink from a child and if this is found to have taken place will result in disciplinary action and possible dismissal.
- 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 and work with them to find a solution.
- Staff will not raise their voices (other than to keep children safe).
- 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. This may involve asking the child to talk and think about what he/she has done. All staff support children in developing empathy and children will only be encouraged to apologise if they have developed strong empathy skills and have a good understanding of why saying sorry is appropriate. We will never force a child to apologise but instead empower them to understand what they think they can do to resolve the conflict.
- We help staff to reflect on their own responses towards challenging behaviours to ensure that their reactions are appropriate. Staff are encouraged to get support in dealing with behaviour issues from other practitioners and management.
- We inform parents if their child's behaviour is unkind to others or if their child has been upset. In all cases, we deal with inappropriate behaviour in the nursery school at the time. We may ask parents 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 school. In some cases we may request additional advice and support from other professionals, such as an educational psychologist.
- We support children in developing non-aggressive strategies to help them to express their feelings.
- We keep confidential records on Blossom of any inappropriate behaviour that has taken place. We inform parents about any incidents concerning their child.

- We support all children to develop positive behaviour and we make every effort to provide for their individual needs.

Through partnership with parents and formal observations, we make every effort to identify any behavioural concerns and the causes of that behaviour. From these observations and discussions, where appropriate, we will develop and implement an individual behaviour modification plan. 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, for very short periods, remove a child from an area until they have calmed down. Children will be supervised in an alternative play area at all times when removed from an area or activity.

In the unusual circumstance where we have exhausted all of our strategies for supporting a child's behaviour and feel the environment is not suitable for them considering both their safety and that of other children and staff, we may take the following steps:

1. Monitor the behaviour and document events leading up to the use of unacceptable behaviour and actions taken by staff using the Blossom system
2. Inform the parents and ensure they are fully aware of circumstances surrounding it as well as strategies put in place
3. If behaviour continues, the leadership team will meet with parents to discuss steps forward
4. Put a behaviour plan or ISP (Individual Support Plan) in place and make necessary referrals (with parents permission)
5. Consider ways to limit the behaviour – for example altered hours/sessions
6. Arrange with parents that the child may be sent home if unacceptable behaviour continues and does not respond to strategies put in place
7. In extreme cases, it may be necessary to terminate the contract to safeguard other children and staff

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 any instances will be dealt with immediately, whilst also recognising that physical aggression 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 acceptable behaviours. We want children to learn that certain actions are right and that others are wrong.

At our nursery school, staff follow the procedure below to enable them to deal with challenging behaviour:

- Staff 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.
- Staff recognise that bullying could potentially indicate a possible child protection concern.
- Children are helped to understand that using aggression to get things is inappropriate and they will be encouraged to resolve problems in other ways.
- Our staff will intervene when they think a child is being bullied, however mild or harmless it may seem.

- Staff will initiate games and activities with children when they feel play has become aggressive, both indoors or out.
- Staff will discuss any instance of bullying fully with the parents 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 co-operation that we can ensure our children feel confident and secure in their environment, both at home and in the nursery school.
- All concerns will be treated in the strictest confidence.

By positively promoting good behaviour, valuing co-operation and a caring attitude, we hope to ensure that children will develop as responsible members of society.