

6. Positive Behaviour Policy

Name of Responsible Person: All staff

Tigers Day Nurseries have simple rules and guidelines to promote positive behaviour in the nursery. We always expect staff to be good role models for the children and to act fairly and consistently in their approach with the children. Expectations of behaviour are appropriate to the age and stage of the development of individual children and opportunities are taken to praise the child and give attention to positive behaviour. Staff are trained to recognise and respond appropriately to behaviour that may become 'over boisterous' or out of control without intervention. Instructions given to children are simple and clear and explanations are always given on why something needs to be done. Negative language is avoided but when a child's behaviour is unacceptable it is made clear to the child that it is their behaviour, and not the child that is disapproved of.

Wherever possible instances of unacceptable behaviour are used as a learning opportunity to engage a child or a group of children in discussing what has happened and why and how the situation can be resolved. This gives the children a chance to become involved in setting rules and boundaries for their own and their peer's behaviour within the nursery. We support children to manage their feelings and to begin to understand how to regulate these within a social situation. We encourage children to be confident and resilient and to persevere to achieve. We support and promote British Values of democracy, rule of law, individual liberty, mutual respect and tolerance of different faiths and beliefs to all practitioners, children and families in our settings. We provide inclusive early years practice where all staff are able to identify, understand and break down barriers to participation and belonging and create an ethos of equality.

If a child appears to have a persistent behaviour issue it will be investigated fully through observation to determine the cause and allow this to be addressed and support the child. Parents will be fully informed and involved during this process.

Corporal punishment is never used, under any circumstances and is an instant dismissal offence for staff. Children would calmly be removed from the situation, or others removed from around them, and the incident will be dealt with calmly and fairly by staff.

Children are encouraged to bring in their comforters from home such as cuddly toys and dummies which will generally be stored in their boxes while they are at nursery and only used when required e.g during nap time.

Procedures

Behaviour Management

Parents Involvement in Managing Behaviour

Positive Handling

Anti-Bullying

Dealing with an Incident of Biting

Restraining

Behaviour Management

- Children enjoy structure and routine and it is important for their security and feeling of well-being for them to understand what is happening next.
- Children are supported with challenging, interesting and exciting activities within nursery to support them to become engaged and active learners.
- Staff have high but realistic expectations of children's behaviour, depending on the child's age, experiences and stage of development and this is always taken into account when dealing with individual children.
- Staff working with particularly young and vulnerable children such as babies in our settings, will support them with what they need; love, appropriate physical contact and happy role models around them.
- Emphasis is placed on rewarding and promoting positive behaviour.
- Staff do not, under any circumstances use labels or negative descriptions of a child e.g. bad, naughty etc.
- If children display challenging behaviour they are given 'time out' to calm down, usually with their base room.
- Children can be taken out of their base room for time out to spend time with another adult within the nursery. If a child needs distracting from a situation that has become overwhelming for them they can be taken out of the room with a qualified staff member to complete a task.
- If another child or adult has been hurt some form of apology is expected e.g. verbally saying "sorry" or giving a hug.
- Staff do not raise their voices to children but remain calm and in control of the situation.
- Inexperienced or new staff are given guidance for them to understand how some aspects of challenging behaviour are normal during some stages of children's development and they will be encouraged to learn skills to divert these aspects positively and without undue attention.
- If a child consistently displays challenging behaviour the nursery has a 'Behaviour Management Co-ordinator' who will give advice and support to the staff to manage this. This can be supported by staff 'shadowing' a child and parents would always be informed if staff are taking this form of action to discourage a child's challenging behaviour where other children are being hurt.

- Parents/carers are kept informed of any concerns staff may have regarding individual children.
- Incident forms may be used to record incidents of challenging behaviour depending on the individual circumstances.

Parents Involvement in Managing Children's Behaviour

- Parents and carers are always kept up to date with their child's achievements and the challenges they are facing and open lines of communication are crucial.
- Parents and carers are invited to speak to their child's key worker and contribute to their child's learning journals regularly.
- Any concerns about a child's behaviour are always discussed with the parent/carer before any action is taken.
- The nursery and parents/carers agree a strategy to support the child's positive behaviour.
- Regular meetings are held to review the child's progress in managing their behaviour.
- Support, advice and funding from outside agencies can be sought.
- In the event of parents/carers not supporting agreed strategies, or if caring for the child is detrimental to the other children within the nursery, as a last resort the nursery does reserve the right to withdraw the child's place.

Positive Handling

- Staff will be totally respectful of children's feelings and emotions when dealing with challenging behaviour. Generally situations can be defused very easily with clear communication and distraction techniques but occasionally more focussed strategies will need to be implemented.
- Staff will use techniques such as leading a child by the hand and directing them away from a situation as long as this is safe and the child is not resisting. If a child is pulling against them, staff will stop immediately.
- Staff will use their professional judgement when deciding whether to pick a child up and remove them from a situation if all else has failed and the child is disrupting themselves, others or the group.
- Any staff member that doesn't feel comfortable with using these techniques will be directed to the Educare training course 'Use of reasonable force in schools' to clarify what is reasonable.
- If a staff member feels themselves getting overwhelmed by a situation or a challenging incident they will be expected to call a Manager to come and support them.
- If a child is at risk of harming themselves or others restraint can be used (see section below) as a very last resort.

Anti-Bullying

- The nursery will swiftly and effectively deal with any incidents of bullying.
- Individuality of children is celebrated.
- Bullying can take the form of physical (pushing, kicking, hitting, biting etc), verbal (name calling, sarcasm, rumour spreading and teasing), emotional (excluding, ridicule, humiliation, tormenting) and racist (taunts, graffiti and gestures).
- Being bullied can have a detrimental effect on the victim.
- Any concerns that a child or staff member is being bullied, or bullying another would be reported to the Room Senior or Manager immediately.
- Parents of the children involved would be informed.
- The bullied person receives reassurance that it is wrong and not their fault. They will be given support and advice on how to deal with any further incident.
- The bully would be informed that their behaviour is wrong and unacceptable and be given support and advice on how to amend their behaviour.
- We ask parents/carers to inform the nursery immediately if they have any concerns or suspicions that their child is being bullied or is bullying others.
- Written reports of incidents are kept on record.

Dealing with an Incident of Biting

- Staff will bear in mind there may be many reasons for one child to hurt another and these will be considered before action is taken.
- The child who has bitten will be removed to another part of the room, being told “no” in a firm but not loud voice.
- Full attention will be given to the child who has been hurt. They will receive comfort and medical attention as required. If the bite has broken the skin the child will need to see their G.P.
- The child who has bitten must be shown what they have done and are expected to offer some form of apology depending on their stage of development (a verbal “sorry” or a hug).
- The adult will explain to the biter why their behaviour is unacceptable.
- Incidents are recorded on an accident form and signed by the parent/carer.
- For a prolific biter an incident form will be completed for their parent/carer to sign and the Behaviour Management Co-Ordinator will support the staff and liaise with the parent.
- If the bite is on the face, the Manager will telephone the parent of the child who has been bitten to inform them and prepare them for this.

Restraining

- Restraining a child is only to be used as a last resort and is an unusual procedure to use in the nursery.
- Restraining is only to be used to prevent a child from harming themselves or others around them.
- Unreasonable force or intimidation will not be any part of restraining.
- An envelope hold would be used across the child's body to stop their limbs from flailing and harming others. Staff will clear the area around the child.
- Other children will be taken away from the incident to prevent anxiety.
- A member of staff will stay with the child at all times.
- After the incident an incident form will be completed and witness statements from everyone present will be gathered and an investigation will be carried out.
- Parents will be informed and given copies of the incident form.
- In the case of a child being restrained regularly expert advice will be sought from the Pre School Teacher Counselling Team and training will be given to all staff in daily contact with the child and written permission to carry out this procedure will be sought from the parent/carer.