



Positive Behaviour Policy

Legal Framework

Children Act 1989, 2004, 2014

Every Child Matters: Change for Children 2004

UN Convention on the Rights of the Child 1989, 2003 Human Rights Act 2000

EYFS Welfare Requirement: Safeguarding and Promoting Children's Welfare National Standards:
Standard 11 – Behaviour

Name of Responsible Person: All staff

Little Meadows Nursery have simple rules and guidelines to promote good 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. 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.

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.

Procedures

Behaviour Management

Parents Involvement in Managing Behaviour

Anti-Bullying

Biting

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 in the setting, 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 within the quiet book area.
- Children can be taken out of the room for time out to spend time with another adult within the nursery if this is seen as necessary.
- If another child or adult has been hurt some form of apology is expected e.g. verbally saying "sorry".
- 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 SENCO 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 or ABCC 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.

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 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.



Biting

First and foremost, nursery management will work with each parent/carer, the children and the staff team to discover why a child is biting and to comfort and reassure the child who has been bitten. This may have been an isolated incident, but we will always record the incident to examine what happened just before the incident or if there were any behavioural trends.

- The child who has been bitten will be comforted and reassured and where needed, first aid will be administered.
- The bite wound will be washed thoroughly and cleaned. If the wound is bleeding, it will be allowed to bleed further, before a waterproof dressing is applied.
- If the bite has broken the skin, parents/carers will then be contacted so that you are aware that your child has been bitten and appropriate action can be taken, we would recommend a visit to the GP or in serious cases an Accident and Emergency Department.
- The child that has bitten will also be examined to ensure their own health and safety.
- We will talk to the child who has bitten, age appropriately, and try to help the child understand that there are other ways to express themselves and deal with the situation. We may help them to find something nice to do for the child that they have bitten.
- We will ensure that the biting child understands that such action (the behaviour and not the child) is unkind, and makes staff and the child who has been bitten upset. The child may be asked to apologise, as appropriate, or show they are sorry.
- Incident and accident forms are filled out for both children. The parent/carer of the child who received the bite will be informed by the signing of the accident form.
- Incident and accident records will be reviewed by the Keyperson, Nursery SENCO and the Manager to determine if there is a pattern of consistent biting. When biting has become a pattern of behaviour, we will shadow and observe the individual child, looking for 'triggers' by completing ABCC charts.
- In certain cases we may seek professional advice from local behavioural experts or regional special needs co-ordinators. This will always be initiated in partnership with the permission of parents and carers.
- The key to addressing any challenging behaviour is a partnership approach. We encourage parents and carers to work with the nursery team and to support any behaviour management techniques and use them at home as well as at nursery.
- Please remember that staff cannot give you any information about any other children in the nursery, and cannot disclose who has bitten your child or who your child has bitten. Very young children do not bite maliciously, they bite because they don't know how else to act or react. Whilst most parents/carers understand this, there are cases in which parents/carers of the bitten child are naturally very angry about the incident. Conversely, the parents/carers of a child who bites feel very upset and sometimes guilty about the situation. Revealing identities in these emotionally charged circumstances would be unfair and serve no real purpose.



- We would like to emphasise that although biting and overly aggressive behaviour is quite common and normal amongst small children, we work very hard not only in dealing with bites when they happen, but also at finding methods of prevention: keeping children active, working in smaller groups, observing and shadowing a child and perhaps offering soothing activities designed to lessen aggressive and boisterous behaviour
- If a child's re-occurring behaviour, such as biting, is having a negative impact on their experience at nursery, we will work closely with all involved to attempt to resolve these issues. The nursery is well trained and resourced in the areas of behaviour management and special needs, and we can also draw upon external expertise to inform our options.
- Overall, it is important that all parties involved work closely together. Each case will be different, as will the resolution. Please feel free to arrange time to talk with your child's Key person or the Nursery Manager should you have any questions.