

Promoting Positive Behaviour

At Trinity TreeTots 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 and value their individual personalities. The nursery actively promotes British values, staff members encourage and praise positive, caring and polite behaviour at all times and provide an environment where children learn to respect themselves, other people and their surroundings. We aim to help them develop self-discipline and self-esteem in an atmosphere of mutual respect and encouragement.

Children need to have set boundaries of behaviour for their own safety and the safety of their peers. Within the nursery we set these boundaries in a way which helps children to develop a sense of the significance of their own behaviour, both in their own environment and that of others around them. Children need to understand the expectations of adults in regard to their behaviour. It is therefore important that nursery staff treat children, their parents/carers and one another with respect and always present themselves as positive role models. Restrictions on children's natural desire to explore and develop their own ideas and concepts are kept to a minimum.

We aim to:

- Recognise the individuality of all our children and understand that some behaviours are normal in young children e.g. biting.
- Encourage self-discipline, consideration for each other, for our surroundings and property.
- Encourage children to participate in a wide range of group activities to enable them to develop their social skills.
- Ensure that all staff members act as positive role models for children.
- Encourage parents and other visitors to be positive role models.
- Work in partnership with parents by communicating openly.
- Praise children and acknowledge their positive actions and attitudes, therefore ensuring that children see that we value and respect them.
- Encourage all staff members working with children to accept their responsibility for implementing the goals in this policy and to be consistent.
- Promote non-violence and encourage children to deal with conflict peacefully.
- Provide a key person system enabling staff members to build a strong and positive relationship with children and their families.
- Provide activities and stories to help children learn about accepted behaviours, including opportunities for children to contribute to discussions about accepted behaviour (where age/stage appropriate).
- Have named people who have overall responsibility for behaviour management.

The named person's for managing behaviour are Mrs Jackie Bowen and Mrs Donna Sipahi they will:

- Advise other staff on behaviour issues.
- Keep up to date with legislation and research.
- 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 regular external training events, and ensure all staff attend relevant in-house or external training for behaviour management.

Our nursery rules are concerned with safety, care and respect for each other. We keep the rules to a minimum and ensure that they are age and stage appropriate. We regularly involve children in the process of setting rules to encourage cooperation and participation and ensure children gain understanding of the expectations of behaviour relevant to them as a unique child.

Children who behave inappropriately e.g hitting out or saying unkind things are helped to talk through their actions and feelings and to apologise where appropriate. We also make sure that the child who has been the victim of the inappropriate behaviour is comforted.

When children behave in unacceptable ways:

- **We never use or threaten to use physical punishment/corporal punishment such as smacking or shaking**
- We only use physical intervention for the purpose of averting immediate danger or personal injury to any person (including a 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.
- We recognise that there may be times where children may have regular occasions where they lose control and may need individual techniques to restrain them. This will only be carried out by staff members who have been appropriately trained to do so. Any physical restraining will only be done following recommended guidance and training and only with a signed agreement from parents on when to use it. We will complete an incident form following any restraints used and notify the parents (Jackie and Donna have both attended Team Teach Foundation training).
- 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.
- Staff will not raise their voices (other than to keep children safe).
- In any case of misbehaviour, we always make it clear to the child or children in question, that it is the behaviour and not the child that is unwelcome.
- 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 supporting the child to think and talk about what he/she has done. All staff support children in developing empathy and children will only be asked to apologise if they have developed strong empathy skills and have a good understanding of why saying sorry is appropriate.
- We help staff to reflect on their own responses towards challenging behaviours to ensure that their reactions are appropriate.
- 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 nursery at the time. We may ask parents to meet with a staff member 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, such as an educational psychologist.
- We support children in developing non-aggressive strategies to enable them to express their feelings as we understand the importance of acknowledging when a child is feeling angry or upset.
- We keep confidential records on any inappropriate behaviour that has taken place. We inform parents and ask them to read and sign any recorded incidents involving their child.
- We support all children to develop positive behaviour, and we make every effort to provide for their individual needs.
- Through our partnership with parents and formal observations, we make every effort to identify any behavioural concerns and the causes of inappropriate behaviour. From these observations and discussions, we will implement an individual behaviour modification plan called – Behaviour can change. Where a child's behaviour involves aggressive actions towards other children and/or staff members, for example hitting, kicking etc. the manager will complete risk assessments identifying any potential triggers or warning signs ensuring other children and staff members safety at all times. In these instances we may remove a child from an area until they have calmed down.

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 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 behaviour. We want children to recognise that certain actions are right and that others are wrong.

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

- Staff members are encouraged to ensure that all children feel safe, happy and secure.
- Staff members 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.
- Children are helped to understand that using aggression to get things, is inappropriate and they will be encouraged and supported to resolve problems in other ways.
- Our staff members will intervene when they think a child is being bullied, however mild or harmless it may seem.
- If play becomes aggressive (indoors or out) staff members will distract a child or children by initiating games and activities to de-escalate the situation.
- Staff will sensitively discuss any instance of bullying with the parents of all children involved to look for a consistent resolution to the behaviour.
- We will ensure that this policy is available for staff members and parents and it will be actively publicised at least once a year to parents and staff.
- 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.

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. In order to achieve this:-

- All adults are positive models for the children with regard to friendliness, care and courtesy.
- Rules governing the conduct of the group and behaviour of the children are discussed and agreed within the nursery, and explained to all newcomers, both adults and children.
- All adults in the nursery will ensure that the rules are applied consistently. We use stories, books and rhymes to encourage this so the children have the security of knowing what to expect and can build up useful habits of expected behaviour.
- Adults in the nursery respond quickly to desirable behaviour such as kindness and willingness to share. They do this by offering praise e.g. "What lovely sharing" and at circle time any examples of good behaviour are shared and discussed with the other children in the setting as it helps them develop an understanding of desirable behaviour.
- We take positive steps to avoid a situation in which children receive adult attention only in return for undesirable behaviour.