



Promoting Positive Behaviour

At Rainbow Nursery we believe that children flourish best when they know how they are expected to behave. Children gain respect through interaction with caring adults who show them respect and value their individual personalities. Positive, caring and polite behaviour will be encouraged and praised at all times in an environment where children learn to respect themselves, other people and their surroundings. Practitioners will be role models to the children and encourage positive behaviour at all times.

As stated in the Early Years Foundation Stage (EYFS) children need to have set boundaries of behaviour for their own safety and the safety of their peers. Personal, Social and Emotional Development is a core element of the EYFS. The EYFS states that "children must be provided with support which will help them to develop a positive sense of themselves and of others; respect for others; social skills and a positive disposition to learn."

At Rainbow Nursery we aim to set these boundaries in a way that helps the child to develop a sense of the significance of their own behaviour, both in their own environment and of those around them.

At Rainbow Nursery it is our aim to:

- Recognise the individuality of all our children and that some behaviours are age and developmentally appropriate e.g. biting
- Encourage self-discipline, consideration for each other, 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 practitioners act as positive role models for children
- Work in partnership with parents by communicating openly and honestly
- Praise children and acknowledge their positive actions and attitudes, this ensures that children see that we value and respect them as an individual
- Encourage all practitioners working with children to accept their responsibility for implementing the goals in this policy and to be consistent in doing so
- Promote non-violence and encourage children to deal with conflict peacefully
- Provide a key person system enabling practitioners to build a strong and positive relationship with children and their families
- Have a named person who has overall responsibility for issues concerning behaviour

The managers of each area of the nursery (**Holly Craven, Kelly Hutton and Stephanie Elcock**) will advise other practitioners on behaviour issues and along with the Setting Manager, Lisa Watson, will keep up-to-date with legislation and research, and 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 practitioners attend relevant in-house or external training for behaviour management. A record will be kept of practitioner attendance at this training.

We recognise that etiquette for interacting with other people vary between cultures and practitioners are required to be aware of this and respect customs of all members of the nursery.

Nursery rules are concerned with safety and care and respect for each other. Children who behave inappropriately by physically abusing another child or adult e.g. biting, or through verbal bullying, will be

required to talk through these actions and apologise where appropriate in an age appropriate way. The child who has been upset will be comforted and the adult will confirm that the other child's behaviour is not acceptable. It is important to acknowledge when a child is feeling angry or upset and that it is the behaviour we are rejecting, not the child.

What does Rainbow Nursery do if a child behaves in an unacceptable way?

- Physical punishment such as smacking or shaking will not be used, practitioners will also not threaten a child in any way – (see physical intervention below)
- Children will not be singled out or humiliated in any way. Practitioners within the nursery will redirect the children towards alternative activities. Discussions with children will take place taking into account their level of understanding and maturity
- 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. Children may be moved away from a situation if they continue to persist with their negative behaviour, it is explained to the child that they need to think about the behaviour they have shown and when they are ready they can come back to the group
- In any case of unwanted behaviour, it will always be made clear to the child or children in question, that it is the behaviour and not the child that is unwelcome
- How a particular type of behaviour is handled will depend on the child's age, 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. It may also include the child apologising for their actions
- Parents will be informed if their child is unkind to others or if their child has been upset. At Rainbow Nursery it is our policy that in the first instance of a child hurting another child i.e. biting or scratching them, we will look at the child's age and the manager will make the decision as to if it is appropriate to tell their parents. Our reason for this is that it is an upsetting time for a parent being told that their child has used unacceptable behaviour towards another child and as this may be a one off occurrence we do not inform the child's parents. However, if the child goes on to show this behaviour again the practitioners would then speak to the child's parents. This would be done in a quiet area and it would be explained to the parent exactly what had happened and how the situation had been dealt with. The practitioner would explain to the parent that it is normal for children to behave in these ways as they are growing up and that the situation would be monitored. When children first start at the nursery the promoting positive behaviour policy is explained to parents and that we do not inform parents of an incident the first time it happens. If a parent specifically stated that they wanted to be informed the first time a child had shown unwanted behaviour towards another child, the practitioners would inform them
- In all cases inappropriate behaviour will be dealt with in nursery at the time
- If a child has shown inappropriate behaviour towards another child, the parents of the child who has for example been bitten, will not be told which child it was that bit their child. This is for confidentiality purposes. This would also be the case when the parents of the child who had shown the inappropriate behaviour were spoken to, they would not be informed who the child was who their child hurt
- If a child requires help to develop positive behaviour, every effort will be made to provide for their needs e.g. reward charts

- In circumstances where a child is showing persistent unacceptable behaviour, in partnership with parents and through observations, practitioners 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 may be implemented. The nursery Special Educational Needs Co-ordinator (SENCO) would observe the child and help put any plans in place alongside the child's key person and manager.

Biting

Biting is a common behaviour that some young children go through. This is part of some children's development stage and where they do not yet have the words to communicate their anger, frustration or needs. At Rainbow Nursery we follow our positive behaviour policy to promote positive behaviour at all times.

Strategies to prevent biting include; sensory activities, biting rings, adequate resources and a stimulating exciting environment. However, in the event of a child being bitten the following procedure will be followed:

The child who has been bitten will be comforted and checked for any visual injury. First aid will be administered where necessary. An accident form will be completed and the parents will be informed when they collect their child, or telephoned if we feel necessary. The bitten area will continue to be observed for signs of infection.

For confidentiality purposes and possible conflict the name of the child who has bitten will not be disclosed to the parents.

The child who has caused the bite will be told in terms that they understand that biting (the behaviour and not the child) is unkind, and be shown that it makes practitioners and the child who has been bitten sad. The child will be asked to say sorry if developmentally appropriate or show they are sorry, e.g. through hugging.

If a child continues to bite, observations will be carried out to try to distinguish a cause, e.g. tiredness, frustration. Parents will be given regular updates of their child's behaviour and the practitioners will work with them to develop strategies to prevent the biting behaviour. The child who is biting will be monitored closely by their key person who will ensure the child is watched closely and is close by them at all times, to discourage the child's biting.

What do we do if a child shows persistent unwanted behaviour?

In the situation that a child shows persistent unwanted behaviour, that we as professionals do not deem to be developmentally or age appropriate, if after following the '**What does Rainbow Nursery do if a child behaves in an unacceptable way?**' section of this policy, we see no, very little or worsening behaviour we would take the following steps.

- The child's parents/carers would be asked to attend a meeting at the nursery regarding their child. It would be discussed during this meeting what our concerns were, what we had tried so far in dealing with the behaviour and what we were going to do moving forwards. We would also give the parents support on what they can be doing at home. We would ask parents' permission to complete ABC behaviour charts and for permission to contact our North Yorkshire Learning and Teaching Consultant (LTC) if we felt necessary.
- The child's behaviour would continue to be monitored on a daily basis by the child's key person, manager or Special Educational Needs Co-ordinator (SENCO). Parents/carers would be given daily

updates regarding their child's behaviour including both positives and any negatives, either verbally or via the child's home link diary.

- If after taking advice from our North Yorkshire LTC and putting into place all reasonable measures we had been advised to, we as professionals felt that the child's behaviour was not improving at a rate that we would expect it to be taking into account the child's age and stage of development, or if the behaviour was becoming worse, we would arrange another meeting with the child's parents. At this meeting it would be discussed that the behaviour is not acceptable and that we have a duty of care to all of the other children in our care and due to the other children being exposed to this behaviour we may need to consider excluding the child from nursery for a set amount of time. It would be explained that this would be a last resort and the decision to do this would not be taken lightly and would be made by the manager and directors of Rainbow Nursery. This will only be considered after all other possible strategies have been tried. The period of exclusion would be dependent on the severity of the behaviour, no nursery fees would be payable during this period of exclusion.
- If after all reasonable measures have been taken and a child's behaviour continues after the meeting, Rainbow will have no alternative but to remove the child's place at Rainbow Nursery permanently.

What if a child assaults an employee at Rainbow Nursery?

In the instance that a child physically harmed a nursery employee, the child's parents would be informed immediately by telephone. Either the nursery, baby, day, preschool or manager would inform the parents of this. Each instance of a nursery employee being harmed by a child would be looked at as an individual case. This could lead to a temporary or permanent exclusion of the child. We have a duty of care to all of our nursery staff and the children who are in our care and behaviour such as harming a nursery employee is taken very seriously.

Physical Intervention

Physical intervention – which is described in the *Statutory Framework for the Early Years Foundation Stage 2017* as 'a practitioner using reasonable force to prevent children from injuring themselves or others or damaging property', should only be used where absolutely necessary and to avert danger of personal injury to any person (including the child) or to manage a child's behaviour.

ANY occasion where physical intervention is used will be documented parents/carers will be informed when picking up the child.

If using physical intervention, where possible there should be two practitioners present, one of these should be a manager if possible. However, if this is not possible this should be reported to a member of the management team immediately after the situation has been resolved.

This policy was reviewed and amended October 2020

This policy will be reviewed in October 2022 or beforehand if necessary

Signed: 

Lisa Watson

Early Years Nursery Manager