



Promoting Positive Behaviour Policy

EYFS: 3.2, 3.52, 3.53

At **Little Feet Nursery** we believe that children respond best when there are clear expectations of how they and others should behave. We understand the critical role adults have in modelling behaviour. We consistently encourage positive behaviour that promotes children's welfare and development. We aim to work towards a situation in which children can develop their independence, self-discipline, and self-esteem in an atmosphere of mutual respect and encouragement.

The nursery actively promotes British values and encourages and praises positive, caring, and polite behaviour. We strive to provide an environment where children learn to respect themselves, other people, and their surroundings.

Children need to know and adhere to boundaries of behaviour for their own safety and the safety of their peers. Within the nursery we aim to set these boundaries in a way which helps the child to develop a sense of the autonomy, through instilling the ability to regulate their own behaviour, problem solve and manage their emotions effectively.

Staff at Little Feet will:

- Act as good role models, particularly regarding friendliness, care and courtesy towards others.
- Use praise and positive reinforcement when constructive/ desired behaviour is observed- this is an integral part of Little Feet's approach. We believe positive reinforcement has a much greater impact than only responding to negative behaviour if/ when it occurs.
- Praise group behaviour as well as individual.
- Use positively phrased sentences when guiding children on what is expected of them whilst encouraging consideration for others, property etc.
- Encourage sharing and negotiation to help children develop their problem-solving skills to empower them to resolve conflicts more independently in the future. This includes promoting non-violence and encourage children to deal with conflict peacefully.
- Consult with the children when creating boundaries- we call these our 'golden rules'.
- Ensure that our 'golden rules' are applied consistently, so that children have the security of knowing what to expect and can build up useful habits of behaviour.
- Encourage children to be responsible, for example tidying up and pouring their own drinks.
- Create a positive and stimulating environment with age appropriate and challenging activities- this includes activities to develop PSE skills.
- Work in partnership with parents by communicating openly
- Provide a key person system enabling staff to build a strong and positive relationship with children and their families
- Provide activities and stories to help children learn about accepted behaviours, this also includes activities relating to managing emotions. At Little Feet we use the Zones of Regulation as a tool to help children develop and manage their emotions.

Our Behaviour Management Lead is Sophie Leeland. Sophie is responsible for behaviour management, for supporting and sharing information with other staff, accessing expert advice and involving parents in any changes or adaptations to this policy. As a nursery we are committed to providing training opportunities for our staff- we will support staff to access training on behaviour management.

Our nursery 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- displaying these alongside visuals to support children's



understanding of them.

Children who behave inappropriately, for example, by physically abusing another child or adult e.g. biting, or through verbal bullying, are helped to talk through their actions and 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. We use a range of techniques to support children with challenging behaviour, such as the use of visuals, distraction, collaborative problem-solving with said child.

Our commitments to behaviour management:

- 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 the child). We keep a record of any occasions where physical intervention is used and inform parents on the same day.
- 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 unacceptable behaviour, 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 behaviour in a developmentally appropriate fashion, respecting individual children's level of understanding and maturity; This may involve asking the child to talk and think about what he/she has done, or using visuals to support consequential thinking. 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
- Will not humiliate, segregate, withhold food or use a 'naughty chair' in managing children's behaviour, as this is detrimental to their self-esteem;
- We help staff to reflect on their own responses towards challenging behaviours to ensure that their reactions are appropriate- The Behaviour Management Lead will also provide feedback regarding how staff may develop their skills in managing behaviour effectively.
- 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 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. In some cases, we may request additional advice and support from other professionals, such as an educational psychologist
- We keep confidential records on any inappropriate behaviour that has taken place. We inform parents and ask them to read and sign any incidents concerning their child
- Where children's behaviour is consistent and requires additional intervention, room leaders will complete risk assessments identifying any potential triggers or warning signs ensuring other children's and staff's safety. 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.

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.

This policy was reviewed and updated on 09/03/23 by Sophie Leeland

Date for review

9/03/24