

Promoting positive Behaviour and anti-bullying Policy

At Inglenook Nursery 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 and encourages and praises positive, caring and polite behaviour always and provides an environment where children learn to respect themselves, other people and their surroundings.

Children need to have set 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 significance of their own behaviour, both in their own environment and that of others around them. Restrictions on the child'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 that some behaviour's are often normal in young children 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 staff act as positive role models for children
- Encourage parents and other visitors to be positive role models and challenge any poor behaviour shown
- 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 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 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 decisions about accepted behaviour where age/stage appropriate
- Supporting and developing self-regulation and empathy as appropriate to stage of development

- Have named people who have overall responsibility for behaviour management.

The people responsible for managing behaviour are The Manager, deputies and SENCO and will:

- Advise and support other staff on behaviour issues
- 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

Our nursery rules are concerned with safety, care, and respect for each other and may be different in each room to be relevant to the ages and stages of development and needs of the children. Rules will be kept to a minimum and 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, 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 and dependent on the child's age and understanding. 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.

When children behave in unacceptable ways:

- We never use or threaten to use physical punishment/corporal punishment such as smacking or shaking
- We will only use physical intervention for the purpose of averting immediate danger or personal injury to any person (including the 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 soon as reasonably practicable
- We recognise that there may be times where children may have occasions where they 'lose control' and may need individual techniques to calm them and keep them and others safe. We will always discuss with parents the approach that we will use and review this regularly
- We do not single out children or humiliate them in any way.
- Where children use unacceptable behaviour they will:
 - Be re-directed to alternative activities
 - Be moved away from the activity if it is not felt they should continue to join in due to the behaviour being displayed.
 - Sat to the side for a very short period of time to calm and have time away from the situation (This will not be labelled as a specific place/location and children will never be left unattended or made to sit facing away from people)
 - Children will only be sat to the side within the area they are located, not removed from the room/space they are in and taken anywhere else. The only time a child

- will be removed from an area is if it is deemed necessary from a safety point of view for the child or other children and staff, they will always be accompanied and will never be left unattended and 2 staff will always remain with a child if they are being physically aggressive towards themselves or others.
- Discussions with children will take place as to why their behaviour was not acceptable, respecting their level of understanding and maturity
 - Children will be asked to apologise where appropriate for their age and level of understanding
- Staff will not shout at children; they will only raise their voices if necessary, for safety.
 - 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 behaviour, depending on the child's age, level of development and the circumstances surrounding the behaviour which may need to be tailored to children individual needs.
 - All staff will work together to ensure consistency of approaches when working with the children.
 - We expect 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 and inform parents on collection. 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 support children in developing non-aggressive strategies to enable them to express their feelings
 - We support all children to develop positive behaviour, and we make every effort to provide for their individual needs
 - Through partnership with parents and observations, we make every effort to identify any behavioural concerns and the causes of that behaviour. From these observations and discussions, we will implement an individual behaviour plan where necessary, particularly if a child's behaviour involves aggressive actions towards other children and staff, for example hitting, kicking etc. If required a risk assessment will always be completed to identify any potential triggers or warning signs ensuring other children's and staff's safety.

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 we believe it is important to acknowledge each child's feelings and to help them understand how others might be feeling through discussions, examples, stories and activities.

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 follow the procedure below to enable them to deal with challenging behaviour:

- Staff are encouraged to ensure that all children feel safe, happy and secure
- Staff are encouraged to recognise that active physical aggression in the early years is part of the child's development and that it should be channeled in a positive way
- Children are helped to understand that using aggression to get things, is inappropriate and they will be encouraged to resolve problems in other ways
- Our staff will intervene when they think a child is being bullied, however mild or harmless it may seem
- Staff will initiate games and activities with children when they feel play has become aggressive, both indoors and outdoors.
- Staff will sensitively discuss any instance of bullying with the parents of all involved to look for a consistent resolution to the behaviour
- We will ensure that this policy is available for staff and parents.
- 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.

Exclusion of children from nursery would only be considered if the behaviour displayed poses a risk to the child themselves, other children or adults or is deliberately destructive in terms of nursery equipment and resources. Any decision to exclude a child would not be taken lightly and would only be made after we have consistently used behaviour strategies in conjunction with parents/carers and we have sought advice from external agencies, unless the behaviour was deemed serious enough to require immediate exclusion.

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