Promoting Positive Behaviour Policy

Each of our nursery schools has a named Behaviour Management Mentor:

- Wroxham Road: **Becky Potter**
- Constitution Hill: **Beth Haywood**
- White House Farm: **Alex Wells**

Statement of intent

We have high expectations for our nursery children's behaviour.

Our nursery believes that children flourish best when they know how they are expected to behave and should be free to play and learn without fear of being hurt or unfairly restricted by anyone else. We recognise that all children are individuals. We also know, as early years professionals, that young children need boundaries and thrive on structure and routine both at home and at nursery.

Aims

We aim to create an environment where all children are polite and caring towards each other and the adults who look after them. A place where children feel safe and can learn and experience all that nursery has to offer them without the fear of other children's behaviour making them feel threatened in any way.

We aim to teach children to respect the nursery environment, the resources provided and the play of others. This will enable them to engage in the rules and routines of the setting within their age groups and to show the ability to listen and respond to adults.

Our older pre-school children are taught that every child should be **safe**, ready to **learn** and **respectful**. We do this in a child-friendly and age-appropriate way. The children in this age group regularly discuss our 'Golden rules' and how we use them at nursery.

Methods

- We have a named person (see above) who has overall responsibility for matters concerning behaviour.
- We require the named person to:
    - keep her/himself up to date with legislation, research and thinking on handling children's behaviour,
    - access relevant sources of expertise on handling children's behaviour, and
    - check that all staff have relevant in-house training on handling children's behaviour.

  We keep a record of staff attendance at this training.
- We require all staff, students and volunteers to provide a positive model of behaviour by treating children, parents and one another with friendliness, care and courtesy.
- We require all staff, students and volunteers to use positive strategies for handling any conflict by helping children find solutions in ways which are appropriate for the children's ages and stages of development – for example distraction, praise and reward.
- We familiarise new staff and volunteers with our 'Behaviour Policy' and its rules for behaviour.
- We expect all members of the nursery (children, parents, staff, students and volunteers) to keep to the rules, requiring these to be applied consistently.
- We praise and endorse desirable behaviour such as kindness and willingness to share.
- We avoid creating situations in which children receive adult attention only in return for undesirable behaviour.
- We recognise that codes for interacting with other people vary between cultures and require staff to be aware of, and respect, those used by members of the nursery.

- When children behave in unacceptable ways, we help them to see what was wrong and how to cope more appropriately.
- We never send children out of the room by themselves.
- We never use physical punishment, such as smacking or shaking. Children are never threatened in these ways.
- We do not use techniques intended to single out or humiliate individual children.
- We only use physical restraint, such as holding, to prevent physical injury to children or adults and/or serious damage to property. Details of such an event (what happened, what action was taken and by whom, and the names of witnesses) are brought to the attention of the Nursery Manager and are recorded in our Incident Book. A parent is informed on the same day and signs the Incident Book to confirm that he/she has been informed.
- In cases of serious misbehaviour, such as racial or other abuse, we make clear immediately the unacceptability of the behaviour and attitudes, by means of explanations rather than personal blame.
- We do not shout or raise our voices in a threatening way to respond to children's behaviour.
- We handle children's unacceptable behaviour in ways which are appropriate to their ages and stages of development - for example by distraction or choices to withdraw the child from the situation.
- We work in partnership with children's parents. Parents are regularly informed about their children's behaviour by their Key person. We work with parents to address recurring unacceptable behaviour, using objective observation records to help us to understand the cause and to decide jointly how to respond appropriately.
- We name the emotions children may be feeling as young children often struggle to understand what they are feeling. We help children make sense of their feelings by naming their emotions, such as “I can see you are angry”, “I can see that you are sad”.

  We use books and stories to support feelings, such as ‘The Colour Monster’ by Anna Llenas. By understanding that what they are feeling is normal, we can help children to find strategies to cope with their feelings and eventually to be able to name them and manage the feelings for themselves. We encourage parents to do the same at home.

Parental involvement

We involve the parents in supporting their child’s behaviour through the child’s Key person. The Key person will liaise with them about their child’s development and behaviour. If needed, a child may have a play plan or behaviour plan drawn up to support their age and stage of development. The play plan or behaviour plan will list simple strategies and steps to move the child forward.

We expect parents to engage with the plan and use the strategies at home to support the work the nursery is carrying out. Any such work needs to be carried out in partnership, for the best possible results for the child.

We encourage and support parents with information so that children have a good sleep routine and a healthy balanced diet. Hunger and lack of sleep will significantly affect a child’s behaviour. If parents are struggling with either of these routines, they should speak to their child’s Key person and their Health Visitor for advice.

We support parents with other life experiences which may affect a child’s behaviour. This could be a change in home life, a new baby, moving house, a bereavement or parents separating. Our team will work with parents if any of these are thought to be a reason for a change in a child’s behaviour.

We will also seek support from outside agencies, with permission form parents, on all these issues.

We expect parents and carers to act courteously to all our staff. We encourage them to use our 'Complaints procedure' if they are unhappy in any way with the nursery, or the way they or their child is treated. We offer parents opportunities throughout the year to comment on the way nursery is run.

Screen time and video games

We make parents aware that certain types of screen viewing at home are not suitable for young children.

We encourage parents to monitor what their child can view. Even if parents do not think their child is paying attention, to things like the news or an older sibling's video game, they may well be picking up on some content. They will then do what children do best to make sense of it, which is bring it into their play.

We make it clear to our parents that *screen time* should be used as a time for sharing with adults and not as a babysitter – this way parents are in control of what their child is experiencing. Everything should be age appropriate. Our team will work with parents if they feel that a child's behaviour is showing signs of inappropriate aggressive play.

Biting

Biting is a very emotive behaviour, but very common in the age group we care for at nursery.

Our staff will work closely with parents of children who bite, giving them information and support on how to help their child understand their actions.

Young children have a limited understanding of the effects of their behaviour on others. They do not appreciate how much biting hurts, even following the usually strong reaction from the child who has been bitten as well as from adults in the environment. Therefore, no blame will be attached to anyone. Names of children will not be shared with parents.

Our staff will use the following procedure if a child has been bitten at nursery:

- The adults present will deal with the injured child immediately.
- Disapproval will be shown to the child who has bitten and a short stern script of "That wasn't kind, we do not hurt our friends" will be used.
- Staff will explain to the child, at an appropriate time after the event, why we do not bite and how biting makes others feel. This will be done with consideration for the child's age and level of understanding, ensuring that the explanation is suitable for the individual child.
- Every effort will be made to ensure the reaction to the child who has bitten does not reinforce the biting behaviour.
- An accident form must be filled out for the child who has been bitten.
- An incident form must be filled out for the child who has caused the injury.
- Staff should follow the biting risk assessment for any child who has bitten.
- Staff will examine the context in which the biting occurred, observe the child and look for patterns.
- Staff will consider changing the environment, different toys, different routines etc.
- If biting becomes a regular occurrence, a Behaviour Support Plan will be drawn up for the child who bites.
- If biting continues after the Behaviour Support Plan is in place, staff should undertake an individual risk assessment. This should include measures to minimise risk by supporting the child who is biting, thereby helping to protect others.
- Children who bite regularly may need to be shadowed as part of a risk assessment.
- The Key person of both victim and perpetrator should meet with parents.
- Children will not be excluded for biting as this may contravene the Equality Act 2010.

Bullying

'Bully' and 'bullying' are not words we would use in front of the children. However, we recognise that in some instances, children's behaviour may reflect bullying tendencies. We take this very seriously. Bullying involves the persistent physical or verbal abuse of another child or children. If a child's behaviour is showing bullying tendencies, staff would work with parents to help the child to adopt more acceptable ways of behaving.

We will always do everything in our power to support a child with behavioural difficulties. However, in extreme cases, and if intervention has not been effective, we may consider:

- A shortened day may be more appropriate in order that the child's experience of nursery is a positive one.
- We may phone the parent/carer and request they collect their child for the rest of the day.
- Or as a final and extreme action, the Nursery Manager reserves the right to request the permanent removal of any child whose conduct endangers others or the discipline and good morale of the nursery.

The content in this Policy should be viewed alongside our 'Parental Involvement' and 'Child Protection' policies.

Useful links:
https://www.justonenorfolk.nhs.uk/childhood-development-additional-needs/behaviour-sleep

This policy was adopted by Once upon a time nursery school

Date: **24 September 2007**

Amended on: **18 October 2026**

Signed on behalf of the nursery

To be reviewed: Annually or sooner if any matters arise