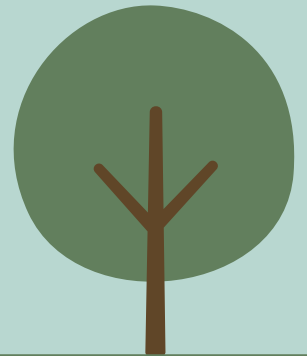


Promoting Positive Behaviour Policy

At our nurseries, we believe that a secure environment and positive relationships provide the foundations your child needs to learn from right and wrong.

Our staff guide your child through warm and positive interactions, as we recognise that this can help develop high levels of self-esteem and self-confidence in children so they can become resilient and contributing individuals in society.

Each of our nurseries have a trained in-house Behaviour Coordinator who's responsible for handling any behavioural concerns or issues within the nursery.



Our Behaviour Coordinator is responsible for

- Keeping up to date with their training and knowledge of the subject.
- Reviewing the Promoting Positive Behaviour Policy and ensuring the nursery staff are aware of and implementing the policy day to day.
- Support nursery staff with maintaining records of behaviour issues or concerns.
- Support nursery staff with working with families and carers where there are behaviour issues or concerns.
- Ensure that nursery staff are aware of behaviour issues or concerns regarding individual children and make sure this information is remained confidential.
- Seek advice and liaise with external agencies and professionals where appropriate along with parental consent.

Our Behaviour Coordinator's purpose is to..

- Create a physical environment that is safe, well organised and uses resources and equipment that are appropriate for all children's ages and stages of development.
- Provide stimulating, well-planned activities that challenges children to explore, discover, experiment, think critically and concentrate.

- Provide opportunities for children to become engaged with their own learning environment, including setting appropriate boundaries.
- Create a nursery culture that promotes the children's independence, resilience and self-esteem. This will also help children develop co-regulation and self-regulation skills.
- Liaise with families in a professional and sensitive manner to agree the best support for their child, and to be aware of any external factors which could affect their child's behaviour e.g. the arrival of a new baby.
- Acting as a positive role model and providing consistent age-appropriate expectations and boundaries for children to understand and follow.
- Recognise changes in behaviour that may indicate safeguarding concerns and/or additional needs that child might need.
- Keep an accurate record and observation of any behaviour issues or concerns.

When faced with challenging behaviour, our nursery will

- Will discuss any concerns about a child's behaviour with the Behaviour Coordinator and the parent/carer to gather more information that may be influencing them.
- The child's Key Person will monitor their behaviour and, if required, a supportive strategy will be put in place for the child and will be discussed and agreed with the parent/carer and Behaviour Coordinator.
- If the child's behaviour does not improve within the appropriate time frame outlined in the supportive strategy, the nursery will discuss seeking additional support from external agencies with the parents/carers.
- If a child's behaviour is putting the health and safety of other children and/or staff members at risk, the nursery reserves the right to reduce the number of sessions that child attends nursery or, in extreme cases, cancel the child's place.
- Any incidents where a child's behaviour impacts another child/group, or results in an injury, this will be recorded on an Accident & Incident Form and parents/carers will be contacted immediately to be made aware of the issue.
- Nursery staff will not attempt to physically restrain a child unless they have been trained to do so and if it has been agreed with the parents/carers as a strategy within their child's behaviour plan.
- Parents/carers will be informed of any restraint made and the reason for doing so as soon as possible.

Our procedure to handle bullying

All staff will make every effort to create a safe and caring environment for all children that promotes the Fundamental British Values and celebrates our diverse society. All bullying incidents will be addressed with care, sensitivity and without prejudice, following this procedure:

1. The child will be encouraged to discuss their feelings and emotions, including the impact it would have on other children.
2. Nursery staff will inform the Behaviour Coordinator and other staff members if they witness a bullying incident.
3. The child/children involved will be closely monitored and if the behaviour becomes persistent, the parents/carers of those involved will be informed and the incidents recorded.
4. If a child tells a member of staff that they are being bullied, it will be taken seriously, giving the child time to explain their feelings and thoughts.
5. Nursery staff will reassure the child and take the appropriate action to ensure the child's wellbeing is supported.