

The Villa Nursery Promoting Positive Behaviour Policy

At The Villa Nursery, our priority is that children feel safe, valued, heard, happy and secure.

Rationale

This Policy provides a framework for the creation of a happy environment, where children are taught respect, and an understanding of their behaviour and others. Caring adults act as good role models, showing them consideration and valuing their individual personalities.

The Nursery Manager, Tatiana Homer, is responsible for supporting Behaviour, including personal, social and emotional development. Other responsibilities include:

- Advising and supporting other staff on behaviour issues
- Along with each Room Behaviour Manager, keeping up to date with legislations and research related to behaviour
- Attend initial meetings regarding children's behavioural changes
- Supporting and organising changes to policies and procedures in the Nursery
- Acting as a central information source for practitioners and parents
- Attending relevant training

Aims of Policy

- To develop a sense of right and wrong behaviour according to the children's age and level of development
- Recognise the individuality of all our children and that some behaviours are a key stage of development in young children e.g. biting, pushing, snatching
- Support the understanding and development of impulse control, consideration for each other, our surroundings and property
- Ensure that all staff act as positive role models for children at all times
- To develop an approach that will always encourage self-control, responsibility and restoring friendships
- Encourage parents and other visitors to be positive role models
- Work in partnership with parents by communicating openly and in the right format
- Encourage children to learn and recognise their emotions and how to deal with them positively

- Support and develop self-regulation, through clear and effective co-regulation as appropriate to the stage of development

Principles

Our policy is based on the Personal, Social and Emotional Development core elements of the Early Years Foundation Stage (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.”

We believe in promoting positive behaviour. Within the nursery we aim to set 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 encourage the development of self-regulation skills, helping children to understand their own and others' emotions through “Zones of Regulations”. Enabling them to identify, and address triggers, to reflect, regulate and manage their responses.

We are committed to working in partnership with parents and carers in supporting children's development in all areas, including behaviour, and we take into account children's age and stage of development. We recognise that there may be different expectations for children's behaviour at home and at Nursery. We therefore work closely with parents/carers to explain the ways in which we promote positive behaviour and to explain the ways we can work together to promote the same message to children.

Parents as Partners

We inform parents if their child's behaviour is regularly unkind to others or if their child has been upset. In all cases we deal with behaviour that challenges 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 home and the Nursery.

Through partnership with parents and formal observations, we make every effort to identify any triggers of behavioural concerns and the causes of that behaviour. To support this process, trigger observations TRUST Forms are completed (Trigger, Response, Understanding the need, Support required, Time to reflect). From these observations and discussions, we will implement an individual behaviour support plan.

In some cases, we may request additional advice and support from other professionals, such as an Educational Psychologist, Occupational Therapist and others. Please refer to our SEND Policy for further information on multiagency working.

Strategies for supporting behaviour that challenges

Where behaviours that challenge are recognised or observed, staff will intervene appropriately, in a clear, calm and positive manner, to support children to reconcile conflict. This will be done in an age appropriate approach.

- We will always seek an understanding of why children are behaving the way they are and take a considered and well-informed approach in our response.
- We do not single out children or humiliate them in any way. Where children show behaviour that challenges, 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.
- Practitioners will always get down to the child's level when dealing with these behaviours, making sure that the child knows it is the behaviour that is unwelcomed, not themselves
- 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, for example separating two children who are fighting.
- Practitioners will not raise their voices (other than to keep children safe) and will remain calm. Staff understand if they feel stressed, they should call for support as required.
- We approach the particular types of behaviour depending on the child's age, level of development and the circumstances surrounding the behaviour. This may involve asking the child to talk and think about what he/she has done. All practitioners support children in developing empathy and children will only be asked to apologise if they have developed strong empathy skills. Practitioners help children to understand the consequences of their behaviour.
- We help Practitioners to reflect on their own responses towards behaviours that challenge to ensure that their reactions are appropriate
- We support children in developing non-aggressive strategies to enable them to recognise and express their feelings (Zones of Regulations)

- We keep confidential records on any challenging behaviour has taken place using the ABC form.
- We inform parents and ask them to read and sign any incidents concerning their child
- We support all children to develop positive behaviour, and we make every effort to provide for their individual needs
- We praise children and acknowledge their positive actions and attitudes
- Where a child's behaviour involves aggressive actions towards other children and educators on a regular basis, for example hitting, kicking etc, the manager will complete risk assessments identifying any potential triggers or warning signs ensuring other children's and educator's safety at all times. In these instances, we may remove a child from an area for their safety and the safety of others, whilst always remaining with the child for support.

We have a positive approach to

- Encouraging children to participate in a wide range of group activities to enable them to develop social skills
- Praising them: focusing on the positive things they do
- Encouraging them to ask for help from peers as well as adults
- Building their independence through self-help skills
- Encouraging them to learn from each other
- Modelling appropriate behaviour
- Working on and reinforcing the understanding of feelings, e.g. in circle time and in our day to day interactions and discussions
- Naming and making feelings clear including the consequences of their actions: reflecting back to children
- Being aware of the power of language, i.e. not being confrontational or negative
- Boosting self-esteem
- Giving time to listen and helping acknowledge their responses sensitively
- Modelling behaviours we would like children to copy
- Encouraging children to wait their turn
- Giving children clear messages and setting an example
- 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

Biting/scratching

It is recognised that children may experience certain behaviours such as biting/scratching as part of their development. These are common behaviours

that some young children can go through and can be triggered when they do not have the words to communicate their feelings (such as anger or frustration) or their needs.

In the event of a biting/scratching incident, the staff member who is present will:

- Comfort any child who has been harmed and check for any visual injury. Administer any first aid where necessary.
- Complete an Incident form and inform the parents via telephone if deemed appropriate, or at collection time.
- For confidentiality purposes and to avoid possible conflict we do not disclose the name of the child who has caused the injury to parents
- Tell the child who has caused the injury in terms that they understand that biting/scratching (the behaviour and not the child) is unkind and show the child that it makes staff and the child who has been hurt feel sad. The child will be asked to say sorry if developmentally appropriate or helped to develop their empathy skills by giving the child who has been hurt a favourite book or comforter.
- If a child continues to bite/scratch, the keyworker, or another member of staff, will have a conversation with parents to find out any possible changes in the child's home routine that could be affecting his/her behaviour.
- Carry out observations to try to distinguish a cause, e.g. tiredness or frustration
- Arrange for a meeting with the child's parents to develop strategies to prevent the unwanted behaviour. Parents will be reassured that it is part of a child's development and not made to feel that it is their fault
- Provide the child with sensory activities, biting rings and other adequate resources
- In the event of a bite breaking the skin and to reduce the risk of infection from bacteria, staff will give prompt treatment to both the child who has bitten and the child who has been bitten. If a child or member of staff sustains a bite wound where the skin has been severely broken, urgent medical attention will be arranged after initial first aid has been carried out.

Sensory needs

Our children may require adaptations and accommodations to support their sensory needs. Regular movement opportunities, flexibility in expectations – e.g sitting down for carpet time, time to decompress when things become too overwhelming or ear defenders to dull auditory overload. These are all added into their support plans and staff are aware of the tools and strategies that support each unique child.

We use simple language, gestures and visuals to support them when they are dysregulated. Each child receiving additional support for SEND, has a clear sensory profile and strategic plan that has been written by the Nursery SENCo and shared with the team. This allows educators to be aware of a child's triggers, signs of dysregulation as well as the strategies that can help balance their nervous system.

Special Educational Needs and Disability

Within The Villa Nursery we are aware that behaviours **can** be an indication of need and/or the brain and body's response to stimuli and experiences. This is the case for many of our children with additional support needs. Our team regularly receive training on supporting neurodivergent children in the early years space.

We are aware that some behaviours are communication of an unmet need, or a brain/body response to sensory stimulus and overwhelm. We acknowledge that some of our children will require additional support, connection, space and resources to aid these big emotional moments. Please refer to our SEND policy for further information.