



Little LODGE

0 - 4 YEARS CO-EDUCATIONAL DAY NURSERY

Positive Behaviour & Anti-Bullying Policy

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1. Promoting Positive Behaviour

We believe that children and adults flourish best in an ordered environment in which everyone knows what is expected of them and children are free to develop their play and learning without fear of being hurt or hindered by anyone else.

We aim to work towards a situation in which children can develop self – discipline and self – esteem in an atmosphere of mutual respect and encouragement. As a team we praise and reward positive behaviour at all times and share positive behaviour with other children, staff and parents. All adults will provide a positive model for the children with regard to friendliness, care and courtesy.

2. Nursery Values & Ethos

At the core of Little Lodge’s Positive Behaviour policy, are the values of the Nursery. As children grow, we hope to nurture them to be.

- > **HONEST**: be courteous, truthful and trustworthy at all times.
- > **HARDWORKING**: take responsibility for their actions.
- > **KIND**: have respect for, and be respectful of others, their views and their property.

3. Staff Training: Promoting Positive Behaviour

The Nursery Leadership team are responsible for behaviour management, and it is their role to promote the use of positive behaviour to all staff, parents and children.

All adults in the nursery must use consistent rules, so that children have a secure knowledge of what is expected and can build up useful habits of behaviour. Consistent role modelling of positive behaviour strategies should be in place and desirable behaviour such as kindness and willingness to share should be promoted.

- > Being a good role model; setting a good example
- > Consistency; apply rules uniformly
- > Positive reinforcement; reward good behaviour

- > Opportunity for change; allow children to improve their behaviour
- > Using positive body language; engage at the child's level

Young children can present with 'misbehaviour' because they have not yet learnt how to react to feelings and needs in acceptable ways. The most common needs and feelings that can trigger unacceptable behaviour are-attention, boredom, anxiety, fear, anger, curiosity, independence and anticipation.

We believe that children thrive when their Personal, Social and Emotional needs are met alongside clear, developmentally appropriate behaviour expectations. We emphasize:

- > **Happiness:** so that children can develop deep confidence and resilience
- > **Confidence:** providing equitable access to learning, considering diverse needs and backgrounds so that each child knows they are valued
- > **Safety:** ensuring everyone feels comfortable expressing concerns and fears, promoting emotional and physical well-being
- > **Amicus:** valuing unique contributions and being considerate of feelings and always promoting kindness
- > **Veritas:** allowing self-expression in a supporting environment that encourages decision making and reflection on consequences whilst also fostering honest and open communication

4. Consulting with adults and children

The nursery's rules and boundaries will be shared with all adults and children. Children's ideas regarding positive behaviour will be shared and displayed so that children and parents are picking up on positive behaviour at all times.

If there are any behavioural issues to be shared with parents/carers then this will be done in a confidential manner where support and guidance will be offered from the staff involved. If the behavioural issue is of a physical nature, then this will be recorded as an incident on the child's profile on the Family App.

Staff are also able to book on behavioural courses, and all information is shared and noted. Our behaviour policy is available to parents on request and shared with the children through circle time and self-esteem activities.

5. Behaviour Management Strategies

- > As a team we have decided that behaviour issues of a physical nature such as biting and or hitting are unacceptable and will be recorded on our incident form on the Family App.
- > As a team we use positive behaviour strategies such as praising all children who are sitting well at story time rather than single out those who aren't. This applies to all different areas of the day.
- > We appropriately address all unacceptable behaviour and praise positive behaviour. We don't ignore the unacceptable behaviour if it will bring harm to other children and staff.
- > We do not believe in raising our voices if a child has done wrong, we will go over to them and speak to them quietly on their level so that other children do not hear. This ensures labelling does not happen.

Corporal punishment, or techniques intended to single out and humiliate individual children will not be used.

- > In cases of serious misbehaviour such as racial or other abuse, the unacceptability of the behaviour and attitudes will be made clear immediately, but by the means of explanations rather than personal blame.

- > As a team we are aware of those children who may display behaviour difficulties due to a special need they may have. We will always provide these children with direct instructions throughout the day so that confusion does not lead to inappropriate behaviour.
- > Where appropriate a period of quiet time with an adult may be used. If a child has had quiet time, then we must make sure we look for some positive behaviour to praise as soon as possible to boost their self – esteem.
- > Any behaviour problems will be handled in a developmentally appropriate fashion, respecting individual children’s level of understanding and maturity.
- > Adults will be aware of, and respect, a range of cultural expectations regarding interactions between people.
- > Where possible, distraction and/or discussion should be implemented.
- > In the event of injury to another child, incidents should be reported as appropriate for both children. In exceptional circumstances physical intervention would be used to manage behaviour to prevent physical injury to the child involved, another child or adult/s or to prevent damage to property. If this course of action was necessary, this would be recorded and parents informed on the same day, or as soon as reasonably practicable.

6. Recording of Incidents/ Storage of information

Incidents of a physical nature will be recorded on incident forms on the Family App on the child’s profile as well as within Little Lodge’s Incident Log. All children’s information is stored securely. Children’s behaviour will be observed and recorded especially if it is to monitor a child who we may have a concern about so that all information can be shared with external agencies. If a parent needs to acknowledge an incident form, this can be done on the Family App. We will also ensure that positive behaviour is fed back appropriately.

7. Incident Log

The Incident Log, which includes Biting and inappropriate behaviour, is used as a management tool to identify potential patterns for reflection for leaders of the setting. All incidents, including Biting, Bullying and Physical Behaviours will be recorded on the log.

8. Environment & Culture

At Little Lodge we aim to provide all children with a safe, positive and inclusive environment. We deal with unacceptable behaviour in ways that are not damaging to the child’s self – esteem and always promote the positives. We firmly believe all children want to be friends with us and others. Therefore, it is the behaviour we see as unacceptable, not the child.

9. Policy on Discipline

Little Lodge Nursery never condones use of corporal punishment of any kind. Little Lodge staff will never belittle a child, shout or use language that can be as equally damaging.

If discipline is necessary, firstly the action taken should be appropriate to the child’s age. A restorative talk on the child’s level in a quiet tone with an explanation as to why their actions were inappropriate will suffice.

If challenging behaviour continues, the Room Leader or Manager will discuss the matter with the child’s parent/guardian so that support and strategies can be shared and if necessary, an individual support plan will be put into place.

10. Anti-Bullying

Bullying takes many forms. It can be physical, verbal, or emotional, but it is 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 physicality can be 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.

In keeping with our nursery values, 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 physicality in the early years can be part of the child's development and that it should be channelled 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 out
- > Staff will sensitively discuss any instance of bullying fully with the parents of all involved to look for a consistent resolution to the behaviour
- > 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 and incidents & concerns will be recorded in the Little Lodge Incident Log and the Nursery Manager made aware.

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.

11. Exclusions relating to Behaviour

If unwanted behaviour persists, the nursery will.

- > Track the child with regular observations
- > Put in place a risk assessment and use the Incident Log to try and identify patterns
- > Inform the parent/carer of the incidents and measures taken by staff
- > Consider whether an individual behaviour plan and/or support from other professionals is required (such as the SENCo)

Little Lodge has the right to temporarily suspend or permanently exclude a child by reason of the child's behaviour where the behaviour of the child is deemed by the Nursery Manager to be unacceptable or likely to endanger the safety, health or wellbeing of other children, staff or anyone else at the Nursery.¹

¹ Please see the Little Lodge Terms & Conditions document [9.3; 12.4]