



Promoting positive behaviour policy

Highnam Day Nursery will endeavour to provide an atmosphere that encourages positive behaviour. We believe that children flourish best when they know what behaviour is expected of them. We expect all staff to display positive behaviours and display a high level of respect for their colleagues as well as the children to encourage children to demonstrate such behaviour. The children need to have clear and consistent boundaries set out of what is expected of them for their own and others safety.

The 'promoting positive behaviour policy' will provide staff with the guidance required to ensure a consistent and positive approach to behaviour. In the nursery the staff will aim to provide positive role models for the children through their interactions with other staff and the children. Staff should display a happy, safe, calm, caring and gentle ethos with clear expectations beneficial to appropriate behaviour. Staff's expectations for children's behaviour should be high and they should lead by example at all times. [P T P] [SEP SEP]

Staff should aim to provide children with lessons and confidence to:

- Participate in group activities that give them the opportunity to understand the importance of turn taking and sharing,
- To enjoy and respond to praise as well as understanding that it is okay to ask for help should they need to and it is acceptable for others to want to help them.
- Children should be shown the importance of considering others around them and should be taught the importance of kindness and acceptance of differences between individuals.
- Good manners should be displayed throughout the nursery at every appropriate opportunity both with children and amongst staff.
- Children should be encouraged to respect nursery property as well as property belonging to others in the nursery.

It is imperative that the staff acknowledge the individuality of all of our children and support each child in developing self confidence and self esteem. Staff will praise children for their efforts and achievements to show that we value and respect them.

As a nursery, we implement a keyworker system to provide children with an example of a positive relationship and to provide a strong bond for the child enabling a safe, trusting and secure environment. We also strive to maintain a trusting and open relationship with

the parents of the children in our care, providing parents with regular opportunities to discuss the development of their children.

At times it is expected that the nursery may face some difficult behaviours. In these situations it is imperative that unacceptable behaviour is addressed appropriately.

In such events it is important that children should not be singled out or humiliated in any way. Distraction techniques should be used where possible. Staff should not use a raised voice in a threatening way. Raise voices should be used where appropriate in activities only.

Physical punishment is forbidden and such behaviour will result in staff being instantly dismissed and reported to the relevant authorities.

Children should not be physically restrained unless it is to prevent the said child or others around them from becoming hurt. Should restraint be used, an incident form should be completed immediately regardless of whether there is any physical marks or signs of such force being used. The form should be seen and signed by the manager or person in charge immediately and parents must be informed.

Parents will be informed if their child is unkind or behaving in an inappropriate way and they may be asked to attend meetings to discuss strategies to combat such behaviour if necessary. Any meetings or interventions for inappropriate behaviour should be recorded, kept, read and signed by the parents.

Staff training around behaviour management can be sorted in house or externally should we feel appropriate.

Signed _____