



# Penilee Nursery

## Promoting Positive Behaviour



### Rationale

To support children and staff it is important that there is a consistent and positive approach to the management of behaviour within the nursery. The intent of this policy is to provide clear guidelines for staff and to ensure that the same approach is employed by all and to inform parents/carers.

### Aims

At Penilee Nursery staff will be able to:

- Employ a consistent approach to promote positive behaviour within the nursery.
- Respond to distressed behaviour in a caring and sensitive manner and in partnership with parents/carers.

Children will be able to:

- Take responsibility for their own behaviour.
- Understand through clear communication, relevant to their level of understanding, what behaviour is expected of them.
- Show care, respect and consideration for others.

**The promotion of positive behaviour within the nursery will be carried out consistently.**

All staff will:

- Recognise all children's achievements. (celebration stickers, certificates, positive feedback etc.)
- Promote our playroom rules with all children. (e.g. awarding stickers, giving praise when rules are carried out)
- Provide a positive role model for all children. (no shouting, staying calm, using very simple language)
- Support each other within the playroom.
- Have realistic expectations of all children considering their age, stage and circumstances of each individual.
- Listen to each child and show an interest in what they are saying.
- Provide a well-resourced and stimulating environment which interests children and encourages participation.
- Providing a consistent routine - following the flow of the day.
- Promote and share nursery Vision, Values and Aims.
- Promote and consider Nurture Principles
- Make children aware of each transition that will be happening in the playrooms. (Give notice any changes/transitions)
- Develop a positive ethos throughout all areas of the nursery.
- Incorporate PATHS and nurture principles into the learning environment.

## Supporting distressed behaviour

Staff will:

- Record/observe the children over a period of time to monitor their behaviour and understand and identify any triggers
- Ignore the behaviour - if the behaviour will not cause disruption or harm to themselves or others.
- Divert the child's attention/redirecting - offering the child an alternative experience in an attempt to defuse the situation.
- Remind children of the playroom rules.
- Approach the situation in a calm manner acknowledging the child's emotions.
- If the behaviour is likely to cause harm to the child or others, support the child to a calming/quieter environment
- Record incidents that have caused harm to the child or to others on an incident form. In some cases, it may be necessary for staff to discuss the behaviour with a child's parent/carer in order to agree strategies that help support/de-escalate this behaviour. In extreme incidents, behaviour will be recorded on the GCC incident recording system 'HANDS'.

Any child's behaviour that is of persistent concern will be discussed at the weekly planning meeting using a Solution Oriented Approach. Ensuring all staff are aware of the support required and can agree upon the consistent approach that will be taken. In some cases, a method statement will be made to highlight certain strategies for individual children or referral to another agency and introduction of a Wellbeing Assessment Plan.

### Responsibilities

The Head of Centre will :

- Be responsible for providing support and appropriate training to staff and parents/carers in relation to any supporting distressed behaviour
- Contact any other agencies for support if necessary

The Depute Head and Team Leader will:

- Provide individual and confidential support to staff regarding behaviour of individual children
- Support new staff in implementing and employing the strategies within the nursery
- Support all students in implementing and employing the strategies within the nursery
- Ensure all relevant records are completed by staff
- Support staff in reporting back to parents/carers regarding individual children's behaviour

Reviewed: April 2023

Next Review: August 2024