



Promoting Positive Behaviour Policy

Aims

Swarden Nursery School promotes praise and encouragement through positive practice, with all staff acting as positive role models to the children. We believe that children and adults are happiest 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.

All children need clear rules and boundaries that are applied with consistency. By implementing these clear messages to the children, Swarden Nursery School aims to help children to develop and promote self-regulation and respect for the needs of others, thus enabling the children to have a secure sense of belonging at the Nursery School.

Swarden Nursery School actively tries to create an environment where children, parents and staff all value, respect and care for each other. We accept the importance of adapting a positive attitude, which emphasises and recognises good behaviour rather than identifying only that of which is unacceptable.

Our practice

- We organise the children's play opportunities so that they have a positive impact on behaviour in terms of space, access and choice of opportunities
- We take a positive consistent approach towards managing children's behaviour
- We handle issues of behaviour in ways appropriate to the children stage of development and understanding
- We encourage appropriate behaviour in all interactions with children and staff and show that good behaviour is valued
- We encourage children to be aware of their routine and any changes in it
- We establish clear expectations and boundaries for behaviour, appropriate for the child's level of understanding
- We record all significant incidents relating to behaviour using CPOMS

- We identify and implement strategies that encourage positive behaviour
- We deal with negative behaviour at the earliest opportunity

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Procedures

The named persons who have overall responsibility for behaviour management are:

Laura Rowland and Philippa Trow

Who will:

- attend relevant training to help their understanding and implementation of the role;
- help implement the setting's behaviour procedures including the stepped approach;
- work in partnership to conduct an annual audit (see step 2);
- have the necessary skills to advise other staff on how to address behaviour issues and to access expert advice, if necessary;

Stepped approach

Step 1

Our named behaviour co-ordinators will:

- ensure that EYFS guidance relating to 'behaviour management' is incorporated into relevant policy and procedures;
- be knowledgeable with, and apply the setting's procedures on promoting positive behaviour;
- ensure that all staff are supported to address issues relating to behaviour including applying initial and focused intervention approaches (see below).

Step 2

- We will address unwanted behaviours using the agreed and consistently applied initial intervention approach. If the unwanted behaviour does not reoccur or cause concern then normal monitoring will resume.
- Behaviours that result in concern for the child and/or others will be discussed between the key person, the behaviour coordinator and Special Educational Needs Coordinator (SENCO) and headteacher. During the meeting, the key person will use their knowledge and assessments of the child to share any known influencing factors (new baby, additional needs, illness etc.) in order to place the behaviour into context. Appropriate adjustments to practice will be agreed and if successful normal monitoring resumed.
- If the behaviour continues to reoccur and remain a concern then the key person and behaviour coordinator should liaise with parents to discuss possible reasons for the behaviour and to agree next steps. If a cause for the behaviour is not known or only occurs whilst in the setting then the behaviour coordinator will suggest using a focused intervention approach to identify a trigger for the behaviour.
- If a trigger is identified then the behaviour coordinator/SENCO and key person will meet with the parents to plan support for the child. We use the Best Practice Guidance for the Early Years, and we follow the Graduated Approach of support.
- If behaviours persist we would move to create a Targeted Plan in partnership with parents. Other members of the staff team should be informed of the agreed actions in the plan and help implement the actions. The plan should be monitored and reviewed regularly by the behaviour coordinators and SENCO until improvement is noticed.
- All incidences of behaviour, interactions with parents regarding behaviour and meetings with behaviour coordinators and SENCO to discuss behaviour, must be carefully recorded on CPOMS.

Step 3

- If, despite applying the initial intervention and focused intervention approaches, the behaviour continues to occur and/or is of significant concern, then the behaviour coordinator and SENCO will invite the parents to a meeting to discuss external referral and next steps for supporting the child in the setting. We would then begin creating a Personalised Plan.

- It may also be agreed that the Early Help process should begin and that specialist help be sought for the child if deemed necessary – this support may address either developmental or welfare needs. If the child’s behaviour is part of a range of welfare concerns that also include a concern that the child may be suffering or likely to suffer significant harm, follow the Safeguarding and Children and Child Protection Policy.
- Advice provided by external agencies should be incorporated into the child’s Personalised Plan and regular multi-disciplinary meetings held to review the child’s progress.
- Any of the above concerns or referrals must be carefully logged and documented on CPOMS.

Initial intervention approach

- We use an initial problem solving intervention for all situations in which a child or children are distressed or in conflict. All staff use this intervention consistently.
- This type of approach involves an adult approaching the situation calmly, stopping any hurtful actions, acknowledging the feelings of those involved, gathering information, restating the issue to help children reflect, regain control of the situation and resolve the situation themselves.

Focused intervention approach

- The reasons for some types of behaviour are not always apparent, despite the knowledge and input from key staff and parents.
- Where we have considered all possible reasons, then a focused intervention approach should then be applied.
- This approach allows the key person and behaviour coordinator to observe, reflect, and identify causes and functions of unwanted behaviour in the wider context of other known influences on the child.
- We follow the ABC method which uses key observations to identify a) an event or activity (antecedent) that occurred immediately before a particular behaviour, b) what behaviour was observed and recorded at the time of the incident, and c) what the consequences were following the behaviour. Once analysed, the focused intervention should help determine the cause (e.g. ownership of a toy or fear of a situation) and

function of the behaviour (to obtain the toy or avoid a situation) and suitable support will be applied.

Use of rewards and sanctions

- All children need consistent messages, clear boundaries and guidance to intrinsically manage their behaviour through self-reflection and control.
- Staff will consistently praise positive behaviour and use this as a model for positive behaviour management before picking up on the negative eg. “ ____ is showing such kind hands” “Good sitting _____. Who can sit as beautifully as ____?”
- Our ‘whole group’ approach is focused around the use of the Sunshine and Rainbow. All children have their photograph placed on the sunshine at the beginning of each day and displays of good behaviour throughout the day will be rewarded by the child’s picture moving up onto the rainbow. These children will receive a sticker and a review of their good behaviour at the end of each session. This reward must be used consistently and used as a positive reinforcement by all staff during the session.
- The children are made aware of what constitutes good behaviour through the class rules which are clearly displayed and regularly reviewed with all.
- If unwanted behaviour occurs, the child will be given 3 chances to fix their behaviour, accompanied and removed from the group in order to calm down and if appropriate helped to reflect on what has happened. Children should never be labelled, criticised, humiliated, punished, shouted at or isolated by a member of staff.
- All behaviour incidents, which have required the child to be removed from the group must be recorded on CPOMS as a ‘Behaviour Incident’. All CPOMS logs must be completed by the member of staff who deals with the behaviour and on the day it occurs.

Use of physical intervention

- The term physical intervention is used to describe any forceful physical contact by an adult to a child such as grabbing, pulling, dragging, or any form of restraint of a child such as holding down. Where a child is upset or angry, staff will speak to them calmly, encouraging them to vent their frustration in other ways by diverting the child’s attention.
- Staff should only use physical intervention to manage a child’s behaviour if it is necessary to use “reasonable force in order to prevent children from injuring themselves or others or damage property” (EYFS).

- If “reasonable force” has been used for any of the reasons shown above, parents are to be informed on the same day that it occurs. This should also be recorded on CPOMS and recorded as a ‘Behaviour Incident’ and ‘Parental Contact’.
- Corporal (physical) punishment of any kind should never be used or threatened which could adversely affect a child's well-being.

Further guidance

- Special Educational Needs Code of Practice (DfES 2001)

<u>This positive behaviour policy was adapted by</u>	<u>Smarden Nursery School</u>	<u>February 2023</u>	<u>Signed</u>	<u>Role of signatory</u>
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~Date to be reviewed

February 2024

<u>Reviewed</u>	<u>date</u>	<u>Signed</u>	<u>Role of signatory</u>