



## Behaviour Policy

At Bearhugs Nurseries Ltd. we want every member of the setting's community to feel valued and respected and for each person to be treated fairly. We are a caring community whose values are built on mutual trust and respect for each individual. Our behaviour policy is therefore designed to support the way in which everybody can live and work together. We believe that all children are entitled to be cared for in an environment in which they feel safe, therefore we aim to promote an environment where everyone feels happy, valued and secure. We acknowledge that there are times when issues surrounding behaviour will need to be supported by adult intervention and we will use the behaviour management policy & procedure to guide us through this process.

***Corporal punishment will not be given to a child for whom we provide early years provision. We will not use or threaten corporal punishment or any form of punishment which could have an adverse impact on the child's well-being.***

At Bearhugs Nurseries Ltd. we promote British Values. This consists of 4 principles which are as follows:

- **Democracy**
- **Rule of law**
- **Individual liberty**
- **Mutual respect and Tolerance.**

We support and promote these by our aims and values:

### **Aims and Values**

- Personal, Social and Emotional Development is a core element 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 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 messages to children.
- At Bearhugs Nurseries Ltd. we aim to ensure the individual needs of all children are met by providing clear, consistent and developmentally appropriate expectations for behaviour through:
  - **Respect:** to encourage all children to have respect for themselves, for other people (their feeling, beliefs, and values) and for the nursery environment including equipment and property.
  - **Understanding and compassion:** to help children to understand other people's views and experiences and to be caring and tolerant towards others.
  - **Responsibility;** to enable children to have an increasing ability to make choices and take responsibility for their own actions. In particular we help children to develop an understanding of the consequences of their behaviour.
  - **Fairness and Equality:** to give children an understanding of how to be fair to all: how to share and give everyone an equal chance (within the context of everyone having different needs). All staff will demonstrate this behaviour in their actions also.
  - **Kindness:** to promote acts of kindness to each other and to assist children in ways of being gentle towards each other.
  - **Support and the use of positive reinforcement:** to acknowledge considerate behaviour reinforcing positive behaviour developing children's confidence and self esteem.

As part of the induction procedure, all staff will be made aware of the procedure to support positive behaviour according to clear, positive, consistent guidelines. Staff will make every effort to act as good role models to children

by behaving in a friendly and considerate manner themselves, creating an atmosphere of respect and value for one another and we hope that parents/ carers using the nursery will join us in partnership.

- Staff will work effectively together as a team and show a fair and consistent approach to incidents, they will discuss any concerns with parents/carers in an attempt to understand and identify possible causes of negative behaviour.
- Physical intervention will only be used to manage a child's behaviour if it is necessary to prevent personal injury to the child, other children, an adult, or serious damage to property.
- Staff will attempt to focus directly on positive features of the child's behaviour. Bearhugs Nurseries Ltd. will have a named person with overall responsibility for behavioural management.
- The named person is **Tina Simpson** for Bearhugs Nurseries Ltd.

### **Supporting behavioural strategies and procedures**

Where negative behaviours 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 help children look after themselves by:**

- Praising them: focusing on the positive things they do.
- Helping them to recognise their feelings and express themselves in an acceptable way.
- Encouraging them to ask for help from peers as well as adults.
- Encouraging their attempts and identifying with a view to planning for their interests.
- Building their independence through self help skills.
- Encouraging them to see the good in others.
- Encouraging them to learn from each other.
- **We help children to care about others by:**
- Using conflict resolution and keeping calm.
- Modelling appropriate behaviour.
- Working on and reinforcing the understanding of feelings, e.g. in circle time.

- Naming and making feelings clear including the consequences of their actions and 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 help acknowledge their responses sensitively.
- **We help children to be polite by:**
- Saying "good morning" and where appropriate "please" and "thank you" (we model behaviours we want them to copy).
- Encouraging children to wait their turn.
- Talking one at a time: listening to each other without interrupting when someone is already speaking.
- Giving children clear messages and setting an example.
- **We ask children to look after equipment by:**
- Encouraging children to use equipment appropriately.
- Teaching them about Health and Safety.
- Encouraging them to help mend broken toys and equipment.
- Playing games, e.g in a circle time and considering, "how do we look after this"?
- Washing the bikes, toys etc.
- Reminding them to tell us about breakages.
- Looking after the equipment ourselves and therefore modelling it.
- **We help children to care about the community by:**
- Making it as attractive as possible.
- Cleaning tables.
- Tidying up together.
- Displaying children's work.
- Picking up rubbish.
- Providing labelled storage..
- Looking after indoor and outdoor plants
- Explaining proper care and use of areas (painting area, home corner, sand pit, etc).
- Noticing, acknowledging and praising 'careful handling' and modelling it.
- Sharing responsibilities.

- There will also be regular assessment of the environment to ensure that it is not having a negative impact on behaviour and that all children's needs are being met.

## 'SORRY'

When negative behaviour occurs we encourage children, if age and stage appropriate to either say sorry OR to give a cuddle to the individual adversely affected by the behaviour. This will not be forced but children will be encouraged and supported. We do this to encourage and develop empathy for others and awareness that their behaviour can have a negative impact on others.

## Examples of Behaviour and Strategies.

Children display a range of behaviours at this age, most of which are to be expected for their age and in particular when they are new to a nursery environment. Staff may be expected to deal with behaviour, such as inappropriate shouting out, having a 'tantrum', snatching and walking away at tidy- up time etc. Intervention will be low key and may include one of the following:

- Using a positive statement, e.g. "if you want to throw something, you could go outside and throw a ball".
- Explaining any concerns, e.g. "if you lean back on your chair, you may fall over".
- Giving choices.
- Having a group discussion or circle time about visual codes.
- Staff will deal with more challenging behaviour by:
- Labelling the behaviour not the child. E.g. saying " I don't like it when ..... "or "its not ok to ....."
- Using non-confrontational language, e.g "when sand is thrown ....."  
Instead of "when YOU throw that sand ....."

## Thinking Time

Thinking time may be used when negative behaviour persists and is age and stage appropriate. Children are given clear warnings that if the behaviour continues they will be asked to sit out for thinking time. If the behaviour continues they will be asked to 'sit out' and away from the situation for a short

period of time in a specific spot, anywhere from 30 seconds to two minutes. Their behaviour will be explained to them by a member of staff who will remain with them until they re-join the group. Timers and other measures of time may be used. Children will then be supported to re-join the group/say sorry OR give a cuddle/ or pick up thrown items for example depending on the situation

### **Star/ABC Charts**

- Where behavioural difficulties continue, parent/carers will be further invited into the setting to talk with relevant staff. By working together home and nursery will explore possible underlying causes and share positive strategies in order to ensure a consistent approach between setting and home. An action plan to be shared by nursery and home will be agreed and reviewed to monitor outcomes.
- Star charts/ABC charts may be used by the staff to look at the behaviour, what was happening before and what happened after to try and ascertain any sort of pattern and ensure consistency in approaches. These may be also carried out at home.
- A minority of children may need additional or different support beyond that of other children of the same age.
- Support for these children in collaboration with parents/carers may involve setting up an individual behaviour plan with specific targets, related to behaviour (Please refer to Special Educational Needs and Disability Policy) where appropriate, this stage may include referral to external agencies for additional support/assessment with parents/carers consent.
- In the unlikely event that support for SEND does not provide positive outcomes a core-group will be established in liaison with parents/carers under the guidance of the Lincolnshire Early Years Support Service.

Signed on behalf of the setting by:

Manager/Owner .....

Date: 1<sup>st</sup> May 2020

Review Date: 1<sup>st</sup> May 2021