**Promoting positive Behavior and anti-bullying Policy**

At Mereside Farm Nursery we believe that children flourish best when they feel safe and secure and have their needs met by supportive practitioners who act as good role models, show them respect and value their individual personalities. Children are supported through co-regulation, where adults and children work together, including finding ways to resolve upsets from stress to aid them to develop self-regulation skills.

The nursery actively promotes British values and encourages and praises positive, caring and polite behavior always and provides an environment where children learn to respect themselves, other people and their surroundings.

We implement the early year’s curriculum supporting children to develop their personal, social and emotional development. This involves helping children to understand their own feelings and others and beginning to regulate their behaviour. We support children to do this through working together with parents, having consistent approaches, structure, routine and age/stage appropriate boundaries. We help build confidence and self-esteem by valuing all children and giving lots of praise and encouragement.

Children need to have set boundaries of behavior for their own safety and the safety of their peers. Within the nursery we aim to set these boundaries in a way which helps the child to develop a sense of the significance of their own behavior, both in their own environment and that of others around them. Restrictions on the child's natural desire to explore and develop their own ideas and concepts are kept to a minimum.

To support positive behaviour in our setting, we aim to:

* Recognise the individuality of all our children
* Provide a warm, responsive relationship where children feel respected, comforted and supported in times of stress, and confident that they are cared for at all times.
* Understand that behaviours are a normal part of some young children’s development e.g. biting
* Encourage self-regulation, consideration for each other, our surroundings and property
* Encourage children to participate in a wide range of group activities to enable them to develop their social skills
* Ensure that all staff act as positive role models for children
* Encourage parents and other visitors to be positive role models
* Work in partnership with parents by communicating openly
* Praise children and acknowledge their positive actions and attitudes, therefore ensuring that children see that we value and respect them.
* Encourage all staff working with children to accept their responsibility for implementing the goals in this policy and to be consistent
* Promote non-violence and encourage children to deal with conflict peacefully
* Provide a key person system enabling staff to build a strong and positive relationship with children and their families
* Provide activities and stories to help children learn about accepted behaviors, including opportunities for children to contribute to decisions about accepted behavior where age/stage appropriate
* Supporting and developing children’s understanding of different feelings and emotions, self-regulation and empathy as appropriate to stage of development. This includes using strategies and naming and talking about feelings and ways to manage them
* Have named people who have overall responsibility for behavior management and behavior support.

**The people responsible for promoting and supporting behaviour are The Manager, deputies and SENCO and it is their role to:**

* Advise and support other staff on any behavior concerns.
* Support changes to policies and procedures in the nursery
* Access relevant sources of expertise where required and act as a central information source for all involved

Our nursery rules are concerned with safety, care, and respect for each other and may be different in each room to be relevant to the ages and stages of development and needs of the children. Rules will be kept to a minimum and we regularly involve children in the process of setting rules to encourage cooperation and participation and ensure children gain understanding of the expectations of behaviour relevant to them as a unique child.

Children who display challenging behaviour, for example, by physically hurting another child or adult e.g. biting, or through verbal bullying, are helped to talk through their feelings and actions and apologise where appropriate and dependent on the child’s age and understanding. We make sure that the child who has been upset is comforted. We always acknowledge when a child is feeling angry or upset and that it is the behavior that is not acceptable, not the child or their feelings.

Our promoting positive behaviour procedure is:

* We support all children to develop positive behaviour, and we make every effort to provide for their individual needs
* We never use or threaten to use physical punishment/corporal punishment such as smacking or shaking or use/or threaten any punishment that could adversely affect a child’s well being
* We will only use physical intervention (where practitioners may use reasonable force to prevent children from injuring themselves or others or damaging property) or to manage a child’s behaviour if absolutely necessary. We keep a record of any occasions where physical intervention is used and inform parents on the same day, or as reasonably practicable
* We recognise that there may be occasions where a child is displaying challenging behavior and may need individual techniques to restrain them to prevent a child from injuring themselves or others. We will always discuss with parents the approach that we will use and review this regularly
* We do not single out children or humiliate them in any way. Where children are displaying challenging behaviour they will, wherever possible, be distracted/re-directed to alternative activities. Discussions with children will take place as to why their behaviour was not acceptable, respecting their level of understanding and maturity
* Staff do not raise their voices (other than to keep children safe)
* In any case of challenging behaviour, we always make it clear to the child or children in question, that it is the behaviour and not the child that is unwelcome
* We decide on particular strategies to support particular types of behaviour depending on the child’s age, level of development and the circumstances surrounding the behaviour. This may involve asking the child to talk and think about what he/she has done. All staff support children in developing empathy and children will only be asked to apologise if they have developed strong empathy skills and have a good understanding of why saying sorry is appropriate
* We help staff to reflect on their own responses towards behaviours that challenge to ensure that their reactions are appropriate
* We inform parents if their child’s behaviour is unkind to others or if their child has been upset. In all cases we deal with behaviour that challenges in nursery at the time. We may ask parents to meet with staff to discuss their child's behaviour, so that if there are any difficulties we can work together to ensure consistency between their home and the nursery. In some cases we may request additional advice and support from other professionals, such as an educational psychologist
* We support children in developing non-aggressive strategies to enable them to express their feelings and emotions
* We keep confidential records on any behaviour that challenges that has taken place We inform parents and ask them to read and sign any incidents concerning their child
* Through partnership with parents and formal observations, we make every effort to identify any behavioural concerns and the causes of that behaviour. From these observations and discussions, we will implement an individual behaviour modification plan where a child’s behaviour involves aggressive actions towards other children and staff, for example hitting, kicking etc. The manager will complete risk assessments identifying any potential triggers or warning signs ensuring other children’s and staff’s safety at all times. In these instances, we may remove a child from an area until they have calmed down.

Anti-bullying

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.

Bullying takes many forms. It can be physical, verbal or emotional, but it is always a repeated behavior 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 physical aggression is part of children’s development in their early years. Staff will intervene when they think a child is being bullied, however mild or harmless it may seem and sensitively discuss any instance of bullying with the parents of all involved to look for a consistent resolution to the behaviour.

We recognise that children need their own time and space and we believe it is important to acknowledge each child’s feelings and to help them understand how others might be feeling through discussions, examples, stories and activities.

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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.

Reduction of attendance or exclusion of children from nursery would only be considered if the behaviour displayed poses a risk to the child themselves, other children or adults or is deliberately destructive in terms of nursery equipment and resources. Any decision to exclude a child would not be taken lightly and would only be made after we have consistently used behaviour strategies in conjunction with parents/carers and we have sought advice from external agencies, unless the behaviour was deemed serious enough to require immediate exclusion.

**REVIIEWED:** APRIL 2022

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