

## POSITIVE BEHAVIOUR POLICY

### Policy

FSN believes that children flourish best when their personal, social and emotional needs are met. FSN believes that good practice promotes positive behaviour, has high expectations for children's behaviour and conduct and aim to apply consistent approaches to behaviour management.

### In order to achieve this, FSN will:

- 1.0 Value children and treat them with respect
- 2.0 Ensure children's basic needs are met; they are warm and dry and not hungry or thirsty
- 3.0 Support the development of a positive self-image through regular praise and encouragement
- 4.0 Provide a positive role model for the children with regard to friendliness, care and courtesy in all interactions, children and staff as well as staff and staff and children and children
- 5.0 Praise and endorse desirable behaviour such as kindness and willingness to share, using specific examples of actions or behaviours
- 6.0 Take positive steps to avoid a situation in which children receive adult attention only in return for undesirable behaviour
- 7.0 Create an environment in which challenging and unacceptable behaviour is re-directed into appropriate behaviour. Specifics include: 'hands down' rather than 'kind hands/don't hit'; 'walk indoors' rather than 'don't run'
- 8.0 Consider the age and stage of the child when dealing with behaviour

### When children behave in an unacceptable way, staff will ensure:

- 1.0 Physical punishments, such as shaking, will be neither used nor threatened
- 2.0 Children are never be sent out of the room by themselves
- 3.0 Techniques intended to single out and humiliate individual children are not used

- 4.0 They remain calm when addressing challenging behaviour
- 5.0 Where appropriate to the age of the child, the reasons why the behaviour is unacceptable is explained
- 6.0 It is always made clear to the child that it is the behaviour that is not welcome and not the child
- 7.0 They discuss any concerns with parents/carer, which will always be balanced with some positive feedback
- 9.0 Any intervention to a reoccurring issue will be supported by the nursery in partnership with the child's parent/carer using observation records and a completed ABC chart to establish the cause
- 10.0 Where there is challenging behaviour that is dangerous or disrupting others, staff direct the child to alternative activities or some quiet area. Behaviours such as biting and hitting will be recorded on an incident form and shared with the parent/carer so strategies for elimination of the behaviour can be agreed and put into place both at home and in the setting

**FSN is committed to ensuring:**

- 1.0 All staff are aware of the Positive Behaviour Policy, and that this is included in the induction of every new member of staff
- 2.0 All staff are consistent and work together in their approach to dealing with children's behaviour
- 3.0 Encouragement of all staff to be positive role models
- 4.0 Parents/carers are involved in discussions regarding their child's unwanted behaviour at the right time and in a respectful way, remembering to ensure privacy and confidentiality when the discussion is taking place
- 5.0 Staff record and monitor incidents of unacceptable behaviour correctly
- 6.0 All staff take part in available, relevant training and cascade the learning to the whole team

**This policy links to FSN's Inclusion Policy (006.G)**