



'Do Re Mi Day Nursery aims to be an inspiring and imaginative place to give children the best learning opportunities and to create amazing memories'.

PROMOTING POSITIVE BEHAVIOUR POLICY

Children learn how to show respect through positive interactions with caring adults who show them respect and value their individual personalities. Positive, caring and polite behaviour will be role modelled, encouraged and praised at all times providing an environment where children can learn to respect themselves, other people and their surroundings along with gaining a measure of their own independence.

Because they lack experience children need set boundaries for their behaviour, for their own safety and the safety of their peers. Within the setting, we aim to set boundaries which encourage children to develop a sense of the significance of their own behaviour both for themselves and those around them. Restrictions on the child's natural desire to explore and develop their own ideas and concepts will be kept to a minimum. Children learn behaviours and as such we place a strong emphasis on being a positive role model throughout the setting, learning and play. Practitioners will ensure that all children are challenged and encouraged to take responsible risks whilst they are learning through their play.

At Do Re Mi we are passionate about creating a warm and welcoming environment where children can feel safe and secure. As professionals it is our responsibility to model positive behaviour which children can learn and copy and we believe that children do well when they know how they are expected to behave and understand that they can play without fear of being hurt or unfairly restricted by someone else.

Our Aims and Values

- **Respect** - We will encourage all children to demonstrate self respect and appreciation and respect for other children, adults and the environment.
- **Understanding** - We encourage children to show understanding and empathy towards other people, their values and ideas.
- **Self Esteem and Confidence** - We will support and scaffold children as they develop their self esteem and confidence in order to develop their own initiative and settle into the setting.
- **Acceptance and Tolerance** - We encourage children to be acceptant of other people's views, cultural background, religious beliefs and embrace and celebrate individual differences in a non-diverse image.
- **Kindness and Politeness** - We encourage all children to be polite, kind and considerate when dealing with their peers and adults and role model positive behaviour.

- **Trust and Safety** - Understanding the impact of positive relationships within the setting, we encourage all children to develop relationships with both adults and peers based on trust and the feeling of being safe and secure. This enables them to express their feelings in an appropriate way and to develop a sense of belonging.
- **Responsibility** - We encourage all children to take responsibility for their own actions.

Children can display specific types of behaviour for a number of reasons and we as professionals realise and understand that growing up can be a very challenging and complicated time for a child. Circumstances in peoples' lives can sometimes cause upset to a family and this often leads to different behavioural patterns being displayed by children (both in the setting and at home) who are trying to come to terms with situations/emotions which they don't understand.

Strategies we will use to support our aims and encourage positive behaviour

- We will use positive language and behaviour throughout the setting.
- We will role model positive behaviour at all times.
- We will offer a warm, welcoming, pleasant and safe environment for all children and their families.
- Our robust registration procedures will ensure that the child and their family are happy and settled into the setting. This includes providing key times with their key person and acknowledging and identifying individual needs.
- We facilitate an atmosphere where difference of opinion is encouraged and open-ended questions are used to prompt and encourage response.
- Listening to children's voices; allowing them to make their own choices and involving children in decision making encourages their self esteem and self confidence.
- We will support children's individuality by differentiating our environment, experiences and planning to meet their individual needs.
- Whilst ensuring safety at all times and support when required, we understand the importance of responsible risk taking and as such will provide opportunities and encourage children to take risks and challenge themselves through their play.
- We will offer open ended resources which instigate free play and exploration.
- We will ensure we provide for and introduce children to different cultures, religions, languages and beliefs, through a non-diverse/biased environment.
- We will celebrate cultural diversity throughout the setting and offer resources which celebrate diversity and provide a positive depiction of differences and individuality.
- Behaviour management strategies will be implemented to ensure conflicts are resolved in a calm positive manner whilst providing the children with the opportunity to express their feelings in an appropriate way, ensuring all feel valued.
- We will allow children to reflect on the consequences of their actions, offering praise and rewards for positive behaviour.
- Through positive interactions we will encourage children to become aware of the world around them; helping them to understand and take care of living things/animals and their environment.
- We will offer comfort and reassurance when children are upset, unsettled or angry.

Despite this, strategies and rules are not always hard and fast and what works well for one child or group of children may not necessarily support another. Therefore, any unwanted behaviour will be dealt with in a calm consistent manner using realistic

boundaries. All practitioners will be given the opportunity to attend behaviour management training along with regular refresher training and support by the settings appointed Behaviour Management Officer.

At Do Re Mi the appointed person is the Manager and other Lead staff. The Behaviour Management Officer has the responsibility to guide and support all staff in any behaviour management issues which may arise.

When children behave in unacceptable ways, or display negative behaviour we will:

- Never use, or threaten to use, physical/corporal punishment, such as smacking or shaking.
- Ensure verbal responses to the individual child's actions will be calm and clear making sure that the language we use is appropriate to the child's age and ability.
- Always listen to the child's reasoning behind the unwanted/negative behaviour.
- Never shout or raise our voices in a threatening way.
- Ensure behavioural problems are handled in a developmentally appropriate manner, respecting individual children's understanding and maturity.
- Never use techniques which make the child feel singled out or humiliated.
- Understand and respect confidentiality at all times. No child's behaviour will ever be discussed with other staff members, parents, and carers in front of the child.
- Where appropriate a period of 'space' may be necessary. The child will never be left in isolation. Practitioners would talk to the child when they are ready to express how they are feeling.
- If really necessary, a child may be taken into another part of the room to calm down or to change the environment or dynamic. This will never be in isolation.
- In any case of misbehaviour it will always be made clear to the child/children that it is their behaviour that is unwelcome and not the child.
- Liaise with parents and carers to discuss any concerns or problems and possible strategies which could be implemented to ensure consistency of care and support. Meetings will take place on a regular basis to monitor and evaluate the situation.
- Use various ways and strategies of responding to unwanted behaviour such as distraction techniques, discussions, reward, encouragement, reinforcing good behaviour and providing good role modelling behaviour.
- Ensure all staff, volunteers and students familiarise themselves with the promoting positive behaviour policy.

Useful Contact Details

Inclusion team: 0191 3723000/ 03000 268920/ 03000 268922

Parent Partnership Service: 0191 5873541

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