

Willow tree pre school

Updated October 2023

Positive Behaviour Policy

The pre school has a Positive Behaviour Policy to ensure that staff and parents work together to realise and value all children promoting positive behaviour. We want to encourage all children to understand and develop qualities such as honesty, kindness and have the ability to consider others which will include learning to share, take turns and an ability to play in harmony. We aim to foster an atmosphere in which care and learning takes place in a safe and happy environment. Staff understand that any kind of behaviour is a form of communication, and its our job to understand what a child is trying to communicate through their behaviour. At Willow tree we have a key worker system in place, to help support transitions. This is very important when children are settling in to help them feel safe in their new environment. It is the whole staff teams responsibility to continually evaluate the layout of the room, to ensure that we are providing an enabling environment for the children.

Staff will support children's developing ability to regulate their emotions, thoughts and behaviour to enable them to act in positive ways toward a goal.

“Self regulation grows out of co-regulation, where adults and children work together toward a common purpose, including finding ways to resolve upsets....and return to balance”

Children flourish in environments that they feel confident within with clear boundaries in place.

In order to achieve this:

- We will value children and treat them with respect.
- We will use emotional literacy to help children understand their emotions and help them to be able to express all emotions.
- We will provide a positive role model for the children with

regards to friendliness, care and courtesy.

- We will constantly praise desirable behaviour such as kindness and willingness to share and developing a positive self-image through regular praise and encouragement
- We will take positive steps to avoid a situation in which children receive adult attention only in return for undesirable behaviour.
- We will create an environment in which challenging or unacceptable behaviour is re-directed into appropriate behaviour.
- The management of anti-social behaviour will be treated with consistency by staff.
- All staff will have a realistic approach and expectations towards the children they are caring for. This will be explained to new staff as part of the induction.
- The behaviour of a child can be dependent on their age and their stage of development. Sometimes the behaviour is a child's way of expressing their feelings, and this will be taken into consideration when dealing with behaviour.
 - Physical punishments, will be neither used nor threatened.
 - Children will never be sent out of the room by themselves.
 - Techniques intended to single out and humiliate individual children will not be used.

- Children who display undesirable behaviour will be given support to reinforce and role model positive behaviour.

- Adults will remain calm when addressing challenging behaviour.

- If a certain behaviour is unacceptable, where appropriate to the age of the child the reasons why this is unacceptable will be explained to the child.

- It will always be made clear to the child or children who do display unacceptable behaviour that it is the behaviour that is not welcome and not the child that is unwelcomed.

- Any intervention to a reoccurring problem will be tackled by the pre school in partnership with the child's parent/carer using objective observation records to establish the cause.

- Staff will always discuss concerns with parents/carers but this will always be balanced with some positive feedback.

- When a child's challenging behaviour is dangerous or is disrupting others and distraction has failed we will direct the child to alternative activities or some quiet time. Behaviour such as biting and hitting will be recorded on an incident form and shared with the parent/carer so strategies for elimination of this behaviour can be put into place both at home and pre school.

The role of the named positive behaviour management person ASHER SIEVEY is:

- To make sure that all staff are aware of the Behaviour Management Policy, and that this is included in the induction of every new member of staff.

- To make sure that all staff are consistent and work together in their approach to dealing with children's behaviour.
- To encourage and guide the staff team in being positive role models.
- To encourage and guide the staff team in following agreed strategies for managing unwanted behaviour, such as distraction, ignoring, and calm times.
- To make sure that parents/carers are told about 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.
- To make sure that staff record and monitor incidents of unacceptable behaviour correctly.
- To take part in available, relevant training and pass the information and learning back to the team.
- To lead the annual review of the policy.

This person will be happy to discuss any issues around a particular child's behaviour with their parent/carer.