



Victory Heights Nursery

Positive Behavior Policy

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Responsible SLT: Nursery Manager

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The Victory Heights Nursery (VHN) fosters an environment where staff, children, and parents are always respected. VHN operates a zero-tolerance policy for aggressive or violent behaviour towards staff. Any parent who acts aggressively or violently will be asked to leave the Centre. Following this, a meeting will be arranged with the Nursery Manager and Preschool to discuss the situation and resolve any issues. The VHN reserves the right to dismiss the child of any parent who is repeatedly aggressive or violent with staff.

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

We aim to:

- Recognise the individuality of all our children and that some behaviours are normal in young children, e.g., biting
- Encourage self-discipline, 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 and challenge any poor behaviour shown
- 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 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 behaviours, including opportunities for children to contribute to decisions about accepted behaviour where age/stage appropriate
- Have a named person who has overall responsibility for monitoring children who have significant behaviour management needs.

Ethos

At the Victory Heights Nursery we aim to instil the social and emotional aspects of learning by ensuring that children are clear about what is expected from them. We promote these values as a whole nursery. From the nursery Stage, we use the same language in order to ensure that the children are clear about what is expected from them and why. This is taught to children through our 'VHPS Way Behaviour Curriculum'.

The three tenets of behaviour (the 'Three B's') at Victory Heights Primary School are:

Be
Be
Be kind

respectful
responsible

These tenets are referred to regularly and used in a positive manner to reinforce good behaviour and expectations.

The Nursery Manager, who oversees managing behaviour, will:

- Advise staff on behaviour issues
- Keep up to date with legislation and research on behavior and child guidance strategies
- Support changes to policies and procedures in the Centre that promote children's positive behavior
- Access relevant sources of expertise where required and act as a central information source for all involved
- Attend regular external training events and ensure all staff attend relevant in-house or external training for behaviour management. A record will be kept of staff attendance at this training

Centre rules are concerned with safety and care, and respect for each other. Children who behave inappropriately by physically abusing another child or adult, e.g., biting, or through verbal bullying, will be supported to talk about these actions. The child who has been upset will be comforted, and the adult will confirm that the other child's behaviour is not acceptable. It is important to acknowledge when a child is feeling angry or upset and that it is the behaviour that is not acceptable, not the child.

When children behave in unacceptable ways:

- Physical punishment, such as smacking or shaking, will not be used or threatened
- It may be necessary to use restraining action in an emergency, e.g., a child not understanding the immediate consequences of their behaviour, such as dashing into a road, and a member of staff having to pull them back
- Children will not be singled out or humiliated in any way. Where children use unacceptable behaviour, they will, wherever possible, be redirected 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 will not raise their voices (other than to keep children safe)
- In any case of misbehaviour, it will always be made clear to the child or children in question that it is the behaviour and not the child that is unwelcome
- How a particular type of behaviour is handled will depend on the child's age, level of development, and the circumstances surrounding the behaviour. It may involve the child being asked to talk and think about what he/she has done. All staff will support children in developing empathy. Parents will be informed if their child's behaviour is unkind to others or if their child has been upset. In all cases, inappropriate behaviour will be dealt with in the Centre at the time. Parents may be asked 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 the home and the Centre. In some cases, we may request additional advice and support from other professionals, such as an educational psychologist.

- Children need to be supported in developing non-aggressive strategies to enable them to express their feelings
- Confidential records will be kept of any significant inappropriate behaviour that has taken place. Parents will be informed and asked to read and sign any incidents concerning their child
- All children will be supported to develop positive behaviour, and every effort will be made to provide for their individual needs
- Through partnership with parents and formal observations, staff will make every effort to identify behavioural concerns and the causes of that behaviour. From these observations and discussions, an individual behaviour modification plan will be implemented where a child's behaviour involves aggressive actions towards other children and staff, for example, hitting, kicking, etc. The manager should complete risk assessments, identify any potential triggers or warning signs, ensuring other children and staff's safety at all times. In these instances, it may be that the child is removed from that area until they have calmed down.

Anti-bullying

Children need their own time and space. It is not always appropriate to expect a child to share. It is important to acknowledge each child's feelings and to help them understand how others might be feeling.

Children must be encouraged 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 behaviour that makes other people feel uncomfortable or threatened.

Any form of bullying is unacceptable and will be dealt with immediately. At our Centre, staff follow the procedure below to enable them to deal with challenging behaviour:

- Staff are encouraged to ensure that all children feel safe, happy, and secure
- Staff are encouraged to recognise that active physical aggression in the early years is part of the child's development and that it should be channeled in a positive way
- Children need to be helped to understand that using aggression to get things is inappropriate, and they will be encouraged to resolve problems in other ways
- VHN staff are encouraged to adopt a policy of intervention when they think a child is being bullied, however mild or harmless it may seem
- Staff are ready to initiate games and activities with children when they feel play has become aggressive, both indoors and outdoors
- Any instance of bullying will be discussed fully with the parents of all involved to look for a resolution to the behaviour
- If any parent has a concern about their child, a member of staff will be available to discuss those concerns. It is only through co-operation that we can ensure our children feel confident and secure in their environment, both at home and in the Centre

- All concerns will be treated in the strictest confidence.

By positively promoting positive behaviour, valuing co-operation and a caring attitude, we hope to ensure that children will develop as responsible members of society.

Biting

Children biting and/or showing aggressive behaviour towards other children **is one of the most common and most difficult behaviours in group childcare**. It can occur without warning, is difficult to defend against, and provokes strong emotional responses in the biter, the victim, parents, and caregivers involved.

For many toddlers, this is just a stage and is a passing concern. Children try it out as a way to communicate when frustrated or when they don't have the words to express their feelings. It is often an attempt to get what they want from another child. This is compounded at the toddler stage as toddlers are growing in their ability to express their needs and wants verbally, but may not yet have the words. They are in the process of learning what is socially acceptable and what is not. They discover that biting and other aggressive behaviours are sure-fire ways to cause the other child to drop what they are holding so the biter can pick it up. However, they experience the disapproval of adults nearby and eventually learn other ways of gaining possession of objects or expressing difficult feelings. For some children, biting and/or aggressive behaviour is a persistent and chronic problem. They may engage in this behaviour for a variety of reasons: ***teething, frustration, boredom, inadequate language skills, stress or change in the environment, feeling threatened, or to feel a sense of power.***

No matter what the cause, biting and/or aggressive behaviour in a group situation causes strong feelings for all involved. It does help, however, to be aware of the potential problem before it happens, and to form a plan of action. Staff at VHN, after consulting various resources, have developed the following plan of action for biting and/or aggressive behaviours

To prevent biting or aggressive behaviours:

- Biting and aggressive behaviours will be discussed with all parents at the time of enrolment
- Each family will receive a copy of the written policy and Parent Handbook at the time of enrolment.

When a child is bitten or injured:

- The child who has caused injury is immediately removed with no emotion, using words such as "biting is not okay – it hurts our friends." Or "pushing is not okay – it hurts our friends." Avoid any immediate response that reinforces the negative behaviour. The caring attention is focused on the victim.
- The teacher will engage the child who has injured another child in a discussion about feelings and appropriate behavior, focusing on the positive behaviors we want to see: "We use gentle hugs for our friends". "I can see that you want that truck, but I can't let you hurt him/her. We don't put our teeth on people. Teeth are for eating."

- Redirect the child to another activity
- The teacher will write an incident report and notify the parents of the child or children involved

For the injured child:

1. Separate the children involved in the incident.
2. Comfort the injured child.
3. Administer first aid and take the injured child to the nurse, if needed.
4. Write an incident report and notify parents. If parents are unavailable by phone, a written letter or email should be sent.

If biting continues:

- Staff will meet with the Nursery Manager routinely for advice, support, and action planning. A biting log will be started.
- All occurrences, including attempts, will be documented and indicate location, time, participants, behaviours, staff present, and circumstances
- Staff will engage parents in a discussion of the ongoing concern, and procedures for management will be developed

Children who are having difficulties with aggression or challenging behaviours will be “shadowed” by staff in the effort to:

- Identify potential biting/aggressive situations before they occur.
- Teach positive responses to challenging situations and reinforce appropriate behaviour
- Teach other children how to respond to potential biting/aggressive situations: “Be gentle” or “Don’t hurt me!”
- Adapt the programme to better fit the individual child’s needs
- Staff will work with all parents involved as partners to keep all informed and develop a joint strategy for change
- Staff may hold a meeting with parents of the child in need of support to develop a written plan of action. Follow-up meetings or telephone conversations will occur as needed
- A decision for the early transition (i.e., a change of environment) for the child “stuck” in a biting/aggressive behaviour pattern will be discussed
- For persistent behaviours that present staff with ongoing challenges to maintain the safety and wellbeing of all children, a discussion with parents will be arranged. The discussion will center on a contingency plan and the possibility that the child may have to be removed from the Center
- If it is deemed in the best interest of the child, the Center, and other children, parents will

be asked to withdraw their child from VHN for the duration of the biting stage. A written warning will be given to the parents before this action is taken.

SUSPENSION

The Centre acknowledges that sometimes actions or behaviors may be inappropriate or dangerous and thus VHN classroom management focuses on positive behaviour supports and child guidance. Unfortunately, there may be times when a child is suspended from programmes for the short term. **PROACTIVE ACTIONS TO PREVENT SUSPENSION**

- Staff will offer positive guidance and appropriate choices
- Staff will redirect children from negative behaviours
- Staff will reassess the classroom environment, appropriateness of activities and supervision
- Staff will always use positive language with children
- Disruptive behavior will be documented and maintained in confidentiality
- Parents will be notified verbally
- Parents will receive a copy of documented disruptive behaviours that may lead to expulsion
- The Nursery Manager, classroom staff, and parents will have continuous discussions on how to promote positive behaviours

CAUSES FOR SUSPENSION

- Failure to pay fees or habitual lateness in payments
- Failure to provide requested forms, including the child's immunisation records
- The child is at risk of causing injury to self or other children