**Achieving Positive Behaviour**

**Policy Statement**

Our setting believes that children flourish best when their personal, social and emotional needs are met and where there are clear and developmentally appropriate expectations for their behaviour.

## Children need to learn to consider the views and feelings, needs and rights, of others and the impact that their behaviour has on people, places and objects. This is a developmental task that requires support, encouragement, teaching and setting the correct example. The principles that underpin how we achieve positive and considerate behaviour exist within the programme for promoting personal, social and emotional development.

**Key EYFS Themes Supported**

|  |  |  |  |
| --- | --- | --- | --- |
| A Unique Child | Positive Relationships | An Enabling Environment | Learning and Development |

**Procedures**

## We have a named person who has overall responsibility for our programme for supporting personal, social and emotional development, including issues concerning behaviour. Our named person is Tracy Wilkinson

* We require the named person to:

keep herself up-to-date with legislation, research and thinking on promoting positive behaviour and on handling children's behaviour where it may require additional support;

access relevant sources of expertise on promoting positive behaviour within the programme for supporting personal, social and emotional development; and

check that all staff have relevant in-service training on promoting positive behaviour. We keep a record of staff attendance at this training.

* We recognise that codes for interacting with other people vary between cultures and require staff to be aware of - and respect - those used by members of the setting.
* We require all staff, volunteers and students to provide a positive model of behaviour by treating children, parents and one another with friendliness, care and courtesy.
* We familiarise new staff and volunteers with the setting's behaviour policy and its guidelines for behaviour.
* We expect all members of our setting - children, parents, staff, volunteers and students - to keep to the guidelines, requiring these to be applied consistently.
* We observe and record incidents of recurring inconsiderate behaviour and note the level(s) of disruption caused by such behaviours.
* We work in partnership with children's parents. Parents are regularly informed about their children's behaviour by their key person. We work with parents to address recurring inconsiderate behaviour, using our observation records to help us to understand the cause and to decide jointly how to respond appropriately.
* Where observations and records show a high level of disruption and/or consistent and recurrent inconsiderate behaviour the setting may put into place an individual behaviour plan which will be discussed and agreed with parents. Such a plan will clearly outlay the desired behaviours and how staff and parents will support the child to meet these as well as any actions or strategies to be undertaken where the child’s behaviour needs to be addressed.

## *Strategies to help avoid inconsiderate behaviour*

* We require all staff, volunteers and students to use positive strategies for handling any inconsiderate behaviour, by helping children find solutions in ways which are appropriate for the children's ages and stages of development. Such solutions might include, for example, acknowledgement of feelings, explanation as to what was not acceptable and supporting children to gain control of their feelings so that they can learn a more appropriate response.
* We ensure that there are enough popular toys and resources and sufficient activities available so that children are meaningfully occupied without the need for unnecessary conflict over sharing and waiting for turns.
* We acknowledge considerate behaviour such as kindness and willingness to share.
* We support each child in developing self-esteem, confidence and feelings of competence.
* We support each child in developing a sense of belonging in our group, so that they feel valued and welcome.
* We avoid creating situations in which children receive adult attention only in return for inconsiderate behaviour.
* When children behave in inconsiderate ways, we help them to understand the outcomes of their action and support them in learning how to cope more appropriately.
* We aim to use conflict resolution strategies where appropriate.
* We never send children out of the room by themselves, nor do we use a ‘naughty chair’ or a ‘time out’ strategy that excludes children from the group.
* We never use physical punishment, such as smacking or shaking. Children are never threatened with these.
* We do not use techniques intended to single out and humiliate individual children.
* We use physical restraint, such as holding, only to prevent physical injury to children or adults and/or serious damage to property.
* Details of such an event (what happened, what action was taken and by whom, and the names of witnesses) are brought to the attention of our setting manager and are recorded in the child’s personal file. The child’s parent is informed on the same day.
* In cases of serious misbehaviour, such as racial or other abuse, we make clear immediately the unacceptability of the behaviour and attitudes, by means of explanations rather than personal blame.
* We aim not to shout or raise our voices in a threatening way to respond to children's inconsiderate behaviour.

## *Children under three years*

* When children under three behave in inconsiderate ways we recognise that strategies for supporting them will need to be developmentally appropriate and differ from those for older children.
* We recognise that babies and very young children are unable to regulate their own emotions, such as fear, anger or distress, and require sensitive adults to help them do this.
* Common inconsiderate or hurtful behaviours of young children include tantrums, biting or fighting. Staff are calm and patient, offering comfort to intense emotions, helping children to manage their feelings and talk about them to help resolve issues and promote understanding.
* If tantrums, biting or fighting are frequent, we try to find out the underlying cause - such as a change or upheaval at home, or frequent change of carers. Sometimes a child has not settled in well and the behaviour may be the result of ‘separation anxiety’.
* We focus on ensuring a child’s attachment figure in the setting, their key person, is building a strong relationship to provide security to the child.

*Rough and tumble play and fantasy aggression*

Young children often engage in play that has aggressive themes – such as superhero and weapon play; some children appear pre-occupied with these themes, but their behaviour is not necessarily a precursor to hurtful behaviour or bullying, although it may be inconsiderate at times and may need addressing using strategies as above.

* We recognise that teasing and rough and tumble play are normal for young children and acceptable within limits. We regard these kinds of play as pro-social and not as problematic or aggressive.
* We will develop strategies to contain play that are agreed with the children, and understood by them, with acceptable behavioural boundaries to ensure children are not hurt.
* We recognise that fantasy play also contains many violently dramatic strategies, blowing up, shooting etc., and that themes often refer to ‘goodies and baddies’ and as such offer opportunities for us to explore concepts of right and wrong.
* We are able to tune in to the content of the play, perhaps to suggest alternative strategies for heroes and heroines, making the most of ‘teachable moments’ to encourage empathy and lateral thinking to explore alternative scenarios and strategies for conflict resolution.

*Hurtful behaviour*

We take hurtful behaviour very seriously. Most children under the age of five will at some stage hurt or say something hurtful to another child, especially if their emotions are high at the time, but it is not helpful to label this behaviour as ‘bullying’. For children under five, hurtful behaviour is momentary, spontaneous and often without cognisance of the feelings of the person whom they have hurt.

* We recognise that young children behave in hurtful ways towards others because they have not yet developed the means to manage intense feelings that sometimes overwhelm them.
* We will help them manage these feelings as they have neither the biological means nor the cognitive means to do this for themselves.
* We understand that self-management of intense emotions, especially of anger, happens when the brain has developed neurological systems to manage the physiological processes that take place when triggers activate responses of anger or fear.
* Therefore we help this process by offering support, calming the child who is angry as well as the one who has been hurt by the behaviour. By helping the child to return to a normal state, we are helping the brain to develop the physiological response system that will help the child be able to manage his or her own feelings.
* We do not engage in punitive responses to a young child’s rage as that will have the opposite effect.
* Our way of responding to pre-verbal children is to calm them through holding and cuddling. Verbal children will also respond to cuddling to calm them down, but we offer them an explanation and discuss the incident with them to their level of understanding.
* We recognise that young children require help in understanding the range of feelings they experience. We help children recognise their feelings by naming them and helping children to express them, making a connection verbally between the event and the feeling. “Adam took your car, didn’t he, and you were enjoying playing with it. You didn’t like it when he took it, did you? Did it make you feel angry? Is that why you hit him?” Older children will be able to verbalise their feelings better, talking through themselves the feelings that motivated the behaviour.
* We help young children learn to empathise with others, understanding that they have feelings too and that their actions impact on others’ feelings. “When you hit Adam, it hurt him and he didn’t like that and it made him cry.”
* We help young children develop pro-social behaviour, such as resolving conflict over who has the toy. “I can see you are feeling better now and Adam isn’t crying any more. Let’s see if we can be friends and find another car, so you can both play with one.”
* We are aware that the same problem may happen over and over before skills such as sharing and turn-taking develop. In order for both the biological maturation and cognitive development to take place, children will need repeated experiences with problem solving, supported by patient adults and clear boundaries.
* We support social skills through modelling behaviour, through activities, drama and stories. We build self-esteem and confidence in children, recognising their emotional needs through close and committed relationships with them.
* We help a child to understand the effect that their hurtful behaviour has had on another child; we do not force children to say sorry, but encourage this where it is clear that they are genuinely sorry and wish to show this to the person they have hurt.
* When hurtful behaviour becomes problematic, we work with parents to identify the cause and find a solution together. The main reasons for very young children to engage in excessive hurtful behaviour are that:
* they do not feel securely attached to someone who can interpret and meet their needs – this may be in the home and it may also be in the setting;
* their parent, or carer in the setting, does not have skills in responding appropriately, and consequently negative patterns are developing where hurtful behaviour is the only response the child has to express feelings of anger;
* the child may have insufficient language, or mastery of English, to express him or herself and may feel frustrated;
* the child is exposed to levels of aggressive behaviour at home and may be at risk emotionally, or may be experiencing child abuse;
* the child has a developmental condition that affects how they behave.
* Where this does not work, we approach our County Support Team for further guidance and strategies and may make a referral to a Behaviour Support Team where necessary.

**How we deal with biting**

**Working with parents**

Staff will speak to and support both sets of parents. Staff will not tell parents which child their child has bitten or which child has bitten their child. This is to protect both the children involved and their families. We ask the parents of the child who has bitten to work with us as a team and work on gaining an agreed plan of action for the child in order to gain consistency at home and nursery i.e. the child’s routine and discipline etc. We recommend that parent’s do not bite their child back if they bite at home as this form of discipline is not carried out in the nursery therefore does not keep discipline consistent.

**The child that has been bitten**

After being bitten, staff instantly comfort them and treat any injury with a cold compress applied to the affected area. This process continues until the child has settled and feels comfortable enough to play again. The child who has bitten If the child is old enough we will explain to them that they have hurt another child and that biting is not acceptable. If biting/ attempting to bite becomes a regular occurrence a member of staff will try to shadow the child to minimise the chance of them hurting other children as best they can. See below.

**Recording the incidents**

All incidents are recorded on incident report sheets for both the child who has been bitten and the child who has bitten. Organising a Baby & Toddler and Family Support Group October 2013 Staff record injuries in the accident book and ask the parents of the child who has been bitten to sign it when they collect their child that day. Using these methods, staff will be able to identify any patterns that may be forming for the child who bites, i.e. if the biting happens at a particular time of day, does it happen for the same reason each time etc. Using this information, it may be possible for staff to identify reasons for the biting and identify a method for preventing the biting i.e. changing a child’s routine if it happens when they are tired etc

There is no instant cure to biting. It may take time and patience from all parties before the child understands the message that is being conveyed. BUT REMEMBER Biting is not anyone’s fault. It is a phase of development some children go through. Everyone needs to be realistic about the expectations of the child

**Biting Advice**

**Why do children bite?**

**Exploration** – some children bite as a tool for learning, to understand the taste or texture of different things. **Teething** – some children chew or mouth to gain relief from teething pain. Most children truly do not understand the difference between an object and a human.

**Cause and Effect** – some children will bite to discover what happens when they do.

**Attention** – some children bite for attention, even negative attention is better than NO attention.

**Imitation** – children of pre-school age love to copy others and find this is also a great way to learn. They may see a sibling, peer or older child bite and copy them. Please bear in mind that if an adult bites the child back, this is sending the signal that it is okay to bite!

**Independence** – biting is a powerful way to control others ‘It’s mine and if I bite you you’ll leave it alone’ and can be a quick way to get what they want.

**Frustration** – not having the right words to convey a message can be very frustrating and to vent this anger some children may bite.

**Stress** – sudden changes in their daily routine, or stressful events in children’s lives can cause them to bite to express feelings.

**What can we do?**

Pinpoint –…. What? When? Who? Where? When did it occur? Who was involved? Where did it happen? What happened before or after?

**Cure? Prevent!**

If a child only bites at a particular time of day is he/she hungry?

If it is always when the adult is with another child and not paying them attention?

If their home life is unsettled try to make it as normal as possible for the child.

If a child bites when fighting over a toy – suggest setting buys another – toddlers do not know how to share. Tell the child it is not okay to bite – it hurts.

If the child is angry and frustrated allow them to calm down before talking with them. They will not be listening if they are upset

All adults/carers, if possible, should have same approach to biting

Be firm and say “NO!” Never shout at a child.