

Positive Behaviour

Positive Behaviour Policy

At First Steps Childcare, we know that every child deserves the best possible start in life and support to fulfil their potential, and that a child's experience in the early years has a major impact on their future life chances. We acknowledge that all children are unique, and believe that this understanding is key, as we strive to provide an environment where all adults understand, acknowledge and act to assist the development of children's positive behaviour.

Adults set realistic and achievable expectations, and we aspire for children to demonstrate age appropriate acceptable behaviour, having respect for themselves and all others.

We recognise that there are reasons for the way in which a child behaves and endeavour to have a shared approach to behaviour to ensure consistency for the child at home and at nursery. Our staff work closely with children to build relationships that are mutually respectful. The views of the children are listened to, and acted upon, as we strive to support the children to become polite, well mannered, confident, self disciplined and independent. Behaviour that is concerning, undesired and inappropriate will be identified and addressed.

We are committed to the children that we care for and their families, and uphold that we will:

- Be sensitive, patient, understanding and calm.
- Treat children and their families with respect and dignity.
- We will use constructive positive direction and avoid highlighting what children cannot do; we will highlight what can be done, and what we would like to see.
- All expectations will be realistic and achievable, when talking with the children we will explain the reasoning behind the request, to ensure that the children understand what is expected.
- Children will be given thoughtful praise and encouragement for their behaviour and achievements.
- Staff understand that they play an important part in the children's lives, and they will always act as positive role models, supporting children to develop their understanding.
- Staff will communicate effectively with each other to ensure consistency.
- We are committed to build effective, informative relationships with all parents.
- Our settings will provide challenging environments that reflect the individual needs of the children; we will positively encourage independence, motivation, concentration, self-discipline and self-esteem.
- We use the book **The Colour Monster by Anna Ilena** to help children to develop their understanding of, and language to express their feelings. Our reflection areas are themed to the Colour Monster story, with lots of activities to explore how we feel.

Staff will be well supported when promoting children's positive behaviour and acceptable strategies will be well explained. When children need more tailored support in managing their feelings and behaviour staff will work with parents to create an individual plan of shared strategies.

Positive Behaviour

(continued)

Staff are aware that it is unacceptable to:

- Use, or threaten, any forms of physical punishment as this is a breach of the Safeguarding and Promoting Children's Welfare.
- To shout; raised voices should only be used to prevent harm or to ensure the safety of children.
- To use degrading, sarcastic, insensitive or negative language.
- To label children, or to make an assumption due to their behaviour or for any other reason.
- To place children on chairs, to think about their behaviour, we would rather focus on quiet spaces in the room for children to reflect and consider.
- To leave children distressed and unattended, when they are unclear of what is expected of them.
- We will avoid giving children 'token' rewards to modify their behaviour.
- We will not threaten children with verbal warnings, e.g. 'I will tell mummy/daddy if you do that again.'
- We will endeavour to resolve conflict using positive strategies.
- We will not obviously ignore unacceptable behaviour
- We will not withhold children's comforters or dummies
- We will not withhold food/drinks, particularly puddings
- We will avoid using negative language e.g. 'no' 'don't'