



Promoting Positive Behaviour Policy

Updated September 2024

At Briar Dene Childcare, we are committed to creating a positive and supportive environment where children feel safe, valued, and respected. Our aim is to encourage children to develop self-discipline, respect for others, and a sense of responsibility. This policy outlines the strategies and approaches we use to promote positive behaviour and address any concerns in a constructive and supportive manner.

This policy aims to:

- Encourage positive behaviour in children.
- Promote respect, cooperation, and kindness in the nursery environment.
- Support children in developing self-regulation and emotional intelligence.
- Ensure consistency and fairness in addressing behaviour challenges.

We believe that:

- All children are capable of positive behaviour and should be supported in learning how to express themselves appropriately.
- Positive behaviour is best achieved through praise, encouragement, and consistent guidance.
- A calm, structured, and nurturing environment helps children feel secure and enables them to thrive.
- Effective communication and clear expectations are key to promoting positive behaviour.
- Staff should model the behaviour they expect from children and encourage a positive, respectful atmosphere.

Expectations of Behaviour:

We expect all children to:

- Treat others with kindness, respect, and empathy.
- Use polite language (e.g., "please," "thank you," "excuse me").
- Follow nursery rules and routines in a safe and considerate manner.
- Participate in group activities and respect others' turn-taking.
- Express emotions appropriately and use problem-solving skills when conflicts arise.

Promoting Positive Behaviour:

To promote positive behaviour, we will:

- **Provide Clear Boundaries and Expectations:**
 - We will communicate clear and age-appropriate expectations of behaviour and the reasons behind them.
 - Routine and structure will be established to help children feel secure and understand what is expected of them.
- **Model Positive Behaviour:**
 - Staff will consistently model appropriate behaviour, including respectful communication, active listening, and conflict resolution.
- **Praise and Reinforce Positive Actions:**
 - Positive behaviour will be recognised and reinforced through praise, encouragement, and rewards. This can include verbal recognition or non-material rewards, such as extra playtime or a “star of the day.”
- **Create a Positive Environment:**
 - We will foster an environment where children feel valued and included, providing opportunities for children to succeed and be praised for their efforts.
- **Offer Choices and Autonomy:**
 - Encouraging children to make choices and express their preferences helps build their sense of responsibility and self-regulation.
- **Encourage Empathy and Social Skills:**
 - We will provide opportunities for children to practice social skills, such as sharing, taking turns, and cooperating with others.
 - Activities and discussions that promote empathy, understanding, and conflict resolution will be integrated into daily routines.

Addressing Challenging Behaviour:

While we focus on promoting positive behaviour, we understand that occasional challenges may arise. In such cases, we will:

- **Understand the Cause:**
 - We will take the time to understand the reasons behind challenging behaviour, considering factors such as unmet needs, frustration, or difficulty with social interactions.
- **Use Calm and Consistent Responses:**
 - Staff will respond to challenging behaviour in a calm, consistent, and age-appropriate manner, addressing the behaviour rather than the child’s character.
 - Distractions or redirection to a positive activity will be used when appropriate.
- **Set Clear Limits:**
 - When necessary, staff will calmly explain the impact of a child’s actions and set clear limits, using positive language (e.g., “We need to keep the toys on the floor so they don’t break”).
 - Children will be reminded of the nursery rules and encouraged to make better choices.
- **Support Emotional Regulation:**
 - Staff will help children identify and label their emotions, teaching them strategies for managing strong feelings (e.g., deep breathing, taking a break).
- **Time-Out or Reflection Time:**

- For serious or repeated disruptive behaviour, a short “time-out” or reflection period may be implemented. This is not a punishment but an opportunity for the child to calm down and reflect on their actions.
- **Engage Parents and Guardians:**
 - In cases of persistent challenging behaviour, we will engage parents and guardians to discuss strategies and work together on an action plan to support the child.
 - Regular communication between staff and parents will be encouraged to ensure a consistent approach both at nursery and at home.

Dealing with Severe or Harmful Behaviour:

In rare instances, when a child’s behaviour is harmful to others (e.g., physical aggression, bullying, or repeated destruction of property), the following steps will be taken:

- **Immediate Action:**
 - Staff will intervene immediately to ensure the safety of all children involved. Physical harm will not be tolerated, and children who hurt others will be immediately removed from the situation to prevent further escalation.
- **Incident Report:**
 - An incident report will be completed, detailing the behaviour, the response, and any actions taken.
- **Parental Involvement:**
 - The child’s parents or guardians will be informed of the incident and may be asked to meet with the staff to discuss further strategies for supporting the child’s behaviour.
- **Ongoing Support:**
 - If necessary, additional support (e.g., from external professionals such as child psychologists or behavioural specialists) will be sought to understand and address the underlying causes of the behaviour.

We will regularly review the effectiveness of this policy and our strategies for promoting positive behaviour. Feedback from staff, children, and parents will be considered to ensure that the nursery remains a supportive environment for all. By fostering an environment of respect, understanding, and encouragement, we aim to help children at Briar Dene Childcare develop the skills they need to manage their emotions, make positive choices, and interact well with others. We believe that with the right support, every child can learn to express themselves in a positive and respectful manner.

Review of Policy:

This policy will be reviewed annually (September 2025), or as needed, to ensure that it remains relevant and effective in meeting the evolving needs of the children, families, and staff within the nursery.

Name:	Position:	Signed:	Date:
David Birkbeck	Owner		
Kayleigh Tydd	Director		
Greg Bamber	Nominated Individual		
Zoe Tydd	Manager & DSL		
Abbie Lloyd	Deputy Manager		
Jade Radcliffe	Second Deputy Manager		
Pamela Lear	Practitioner		
Diane Jones	Practitioner		
Emily Gautrey	Practitioner		