

2.10: Positive Interactions and Behaviour Policy

Statement of intent

Be Babies firmly believes in a positive approach to managing behaviour. We aim to actively encourage children to be helpful, polite, caring and understanding to each other, and the adults in their environment. We have a responsibility for promoting children's personal, social and emotional development, by providing a positive environment and setting a good example. We are also committed to working within the guidelines of the Early Years Foundation Stage.

General Policy guidelines

The manager is the designated staff member responsible for implementing the kindergarten Behaviour Policy.

A number of strategies will be used within the kindergarten to manage a child's behaviour such as: distraction, redirection, ignoring negative behaviours and positive engagement.

Promoting Positive Interactions

Relationships between staff and children

We expect staff to form positive relationships with the children, and be a positive role model in order to encourage positive interactions and behaviour. Staff will do this by;

- Being down at child's level
- Smile
- Being a play partner
- Supporting children's interests
- Listening to the children
- Provide consistency
- Encourage specifically
- Avoid confrontation
- Open body language
- Be mindful about how speak about the children.

Positive Relationships between the children

We expect all children to have positive relationships with each other and to be mindful about the feelings of others. Be Babies has kindergarten rules that reflect children being kind and helpful to each other. Children are encouraged to resolve conflict between themselves appropriately to age and stage of development. Be Babies is equipped with enough resources to avoid conflict around sharing, children are encouraged to have positive behaviour.

Dealing with unacceptable behaviour

There are several things which can affect a child's behaviour, it is important that staff consider why the child is behaving inappropriately. If a child is displaying unacceptable behaviour towards another child then:

Make a Rational appeal

- Stop and think where has the behaviour comes from.
- Explain what he/she has done which is unkind; try to reason with the child.
- Redirect them and encourage them to engage in another activity
- Apologise with a word or gesture. Age appropriate to understanding.

If a child's behaviour is continuous then inform the parent/guardian in a non- public forum to discuss a behaviour plan to follow at kindergarten and at home.

Sanctions

- If the child's behaviour in your judgement places another person or property in danger, or if the child is becoming out of your control you will need to act decisively and firmly but remain calm. Or ask for assistance.
- Any marked hesitation or show of anger or vagueness on the part of the member of staff is likely to cause the behaviour to escalate.
- A verbal warning should be given such as "Please stop ". "no thank you"

Children Under Three Years:

- When children are under three years old behave in inconsiderate ways, we recognise that the strategies for supporting them will need to be developmentally appropriate and differ from those for older children.
- We recognise that 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 as detailed below. Staff are calm and patient, offering support to intense emotions, helping children to manage their feelings and talk about to help resolve issues and promote understanding.

Tantrums

If a child is having a tantrum then this can be as a result of the child being:

- Tired, hungry, frustrated or jealous.
- Try to find out what is causing the tantrum. The child may need rest or food or just some attention.
- When a tantrum is starting try to find distractions e.g. something to look at such as a favourite toy or looking out of the window.

If a child is having a tantrum as a result of being told they are not allowed to do something, then as long as the child is free from harm and cannot harm others, then consider that the behaviour **SHOULD** be ignored but the Child **SHOULD NOT**.

This means that we would not give attention to the behaviour because this reinforces it, but would attempt to replace the unacceptable behaviour with something acceptable.

Biting

Biting is a very common concern. Children who are under two years will frequently bite and are not yet aware of the discomfort caused. A constant dialogue between parent and kindergarten is essential. Staff must not become frustrated if the child takes a long time to relearn this behaviour. Parents of every child involved must be informed and have the opportunity to discuss such behaviour. Biting and putting objects in their mouth is totally natural and may well relieve the child's discomfort in teething, and are part of the child's learning experience. Parents may well wish to bring in a special teething toy.

Other causes of biting may come from under developed communication skills, which can occur in children up to the age of 3 years. Strategies and patterns will constantly be monitored; all families will be informed of any reoccurring incidents. Information to help families understand biting will also be exchanged.

Spitting

Spitting can occur as a one off incident or there can be a series of incidents. Parents will usually be very upset by an incident of spitting; joint strategies should be discussed and agreed. The child's Key Person must talk to the child or children concerned and explain the anti-social nature of such behaviour. Spitting is unhygienic and saliva must be dealt with as a bodily fluid.

Squabbling

As part of the process of learning to share and socialisation children may have squabbles. Any concerns must be shared with parents. Analysis of incidents of squabbling can often ensure that positive strategies are adopted to avoid further incidents. Patterns will be monitored.

Staff Behaviour

At NO TIME will a member of staff HIT, SHAKE OR SHOUT at a child.

!!!! Should this occur then the member of staff would be dismissed immediately. !!!!

To summarise Staff must adhere to the following points:

- Never use any form of physical punishment or restraint (physical intervention can only be used if a child's safety is threatened, and Whenever a physical intervention has been used during kindergarten, it will be recorded in the confidential incident book and parents will be informed at the end of the session.)
- Staff should use a gentle calm tone, especially when dealing with unacceptable behaviour.
- the threat of physical force as a deterrent
- shouting at a child
- frightening children as a form of discipline
- humiliating children as a form of discipline
- direct and hurtful criticism
- unnecessary criticism
- isolating a child
- cruelty to children
- Withholding food/milk/drinks or forcing children to ingest anything they don't want to.

The above actions would be in breach of this policy and therefore subject to immediate disciplinary action. In certain circumstances the above would be defined as child abuse. If a parent suggests any strategy listed above we must inform them that it would not be allowed in the kindergarten. The Manager must discuss this further with the parent and ensure they receive a copy of this policy. Staff must demonstrate a good standard of behaviour at all times as they represent role models for the children