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	POLICY - Supporting Behaviour			

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## 1. PURPOSE

At FossoPLAY we believe passionately that all behaviour is a communication of emotion and a child development. We believe that only by staff working together with parents/carers and three children can we effectively support and promote positive behaviours. We want to encourage all children to understand and develop qualities such as, confidence, autonomy, kindness and empathy. The ability to consider the needs of others which will include sharing, take turns and ability to play in with peers. We do however recognise that confrontation and challenge, as well as resolution are critical elements of effective child development. We therefore aim to create a nurturing environment, with consistent boundaries, where all children are supported appropriately for their age and stage of development.

## 2. SCOPE

This policy relates to all FossoPLAY staff, volunteers, service users and parents and carers, and covers all aspect of behaviour and interaction between children their peers and FossoPLAY staff.

## 3. RESPONSIBILITIES

1. **The Owner** is responsible for the following (a) Ensuring that all staff are aware of, have access to, and adhere to this policy. (b) Providing adequate suitable resources and training to enable managers and staff to follow this procedure
2. **Nursery Management** have responsibility for the following: (a) Ensuring this procedure is applied in the service. (b) Providing support and resources to enable the development of associated procedure. (c) Provide leadership and model appropriate practice and approaches to supporting behaviour. (d) Develop and support effective communication practices to support relationships between nursery staff and parents/carers. (e) promote and encourage ongoing learning around effective support strategies and approaches i.e. restorative approaches etc. (f) Ensuring Play Practitioners are provided with adequate and appropriate resources, support and training to enable them to deal with behaviours. (g) Ensuring Play Practitioners are aware of this policy and associated procedures. (j) Identifying and supporting additional needs and coordinating support and the development of an individual support plans.
3. **Play Practitioners** have responsibility for the following: (a) Adhering to FossoPLAY procedure (b) Supporting and promoting positive behaviours, inline with FossoPLAY 's policies and procedures. (c) Commit to ongoing learning and development around supporting positive behaviour. (d) communicate and liaise effectively with both children and parents. (e) Monitor and support the development of individualise support plans where appropriate.

## 4. PROCEDURE / GUIDELINES

In order to support positive behaviour at FossoPLAY:

- We will value children and treat them with respect.
- We will support the development of positive self regulation through our nurturing approach and established practice and techniques, i.e. reasoning and clear language, turn taking, 'co-regulation', restorative approaches and regular praise and encouragement etc.
- We will provide a positive role model for the children with regards to friendliness, care and peer interactions.
- We will consistently endorse positive negotiation and empathetic behaviour, especially during times of peer conflict.
- We will take positive steps to avoid a situation in which children receive staff attention in return for undesirable behaviour.
- We will create an environment in which challenging or unacceptable behaviour is acknowledged and then focus on resolution, or in extreme situation redirected .
- All behaviours will be treated with consistency by staff.
- All staff will have a realistic approach and expectations of the age and stage of development of children in the nursery.

When responding to behaviour:

- Staff will acknowledge that the behaviour of a child can be dependent on their Attachment, peer relationships, developmental stage and the nature of their environment beyond the nursery setting.
- Staff will recognise that all behaviour is the child's way of expressing their feelings, this will be considered at all times and taken into account when responding to behaviours.
- Staff will never model inappropriate behaviour or respond with raised voices.
- Staff will remain calm when addressing or supporting behaviour.
- Physical chastisement or the threat of such behaviour is strictly forbidden. Any staff member observed acting in this way will be subject to formal investigation, with the possibility of formal action by FossoPLAY management and the notification of their action to both the care inspectorate and the Scottish Social Services Council.
- Children will never be isolated or excluded within the setting, staff may remove a child from a specific area or confrontation if they believe the child poses a risk of harm to themselves or others. In the event of an action like this the incident must be recorded and the parents/carers notified of the action and the context surrounding it.
- A clear explanation of the undesired behaviour will be given to the child, in language they can understand alongside a more positive example of how they could have communicated or behaved within the situation.

## 5. REFERENCES

The Early Years Framework

Building Curriculum for Excellence Through Positive Relationships and Behaviour

### REVISION HISTORY

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