

**Rationale**

At Little Panda’s Nursery, we believe children develop and flourish best when they know how they and others are expected to behave. Children gain respect through interaction with caring adults who act as positive role models, showing them respect and valuing their individual personalities. The nursery encourages and praises positive, caring, and polite behaviour at all times, providing an environment where children learn to respect themselves, other people, and their surroundings. Boundaries are set to ensure children’s safety and foster a sense of responsibility for their actions while maintaining opportunities for exploration and individuality.

**Objectives**

* To recognise the individuality of every child and understand that some behaviours, such as biting, are normal for young children.
* To encourage self-discipline, respect for others, and care for the environment.
* To promote participation in group activities to develop social skills.
* To ensure staff and visitors act as positive role models and challenge inappropriate behaviour.
* To communicate openly with parents and work in partnership to support children’s behavioural development.
* To praise and value children’s positive actions and attitudes.
* To encourage consistent implementation of this policy by all staff.
* To promote non-violence and teach children peaceful conflict resolution.
* To provide opportunities for children to contribute to behaviour expectations in an age-appropriate manner.
* To assign a named person responsible for overseeing behaviour management.

**Legislation** This policy is underpinned by the following:

* The Children and Young People (Scotland) Act 2014
* The Early Years Framework
* Getting it Right for Every Child (GIRFEC) approach
* The United Nations Convention on the Rights of the Child (UNCRC)
* The Equality Act 2010

**Policy**

1. **Promoting Positive Behaviour**
   * Behaviour expectations are age-appropriate and involve children in setting rules to encourage understanding and cooperation.
   * Positive behaviours are consistently praised, and inappropriate actions are addressed calmly and constructively.
   * Discussions about unacceptable behaviour focus on the behaviour itself, not the child.
   * Staff avoid raising voices except in situations requiring immediate safety intervention.
2. **Behaviour Management Strategies**
   * Physical punishment or threats are strictly prohibited.
   * Physical intervention is used only to prevent immediate danger or injury, with incidents documented and shared with parents promptly.
   * Staff adapt responses to behaviour based on the child’s age, level of understanding, and context, encouraging empathy and self-regulation.
   * Open communication ensures consistent behaviour management between the nursery and home.
3. **Role of the Behaviour Management Lead**
   * The named person responsible for behaviour management is **Jennifer McNaughton**.
   * Responsibilities include:
     + Supporting staff with behaviour issues.
     + Keeping updated on legislation and research related to behaviour.
     + Providing training and acting as a central information resource.
     + Ensuring policies reflect current best practices.
4. **Addressing Challenging Behaviour**
   * Inappropriate behaviour, such as aggression or bullying, is managed through discussion and redirection.
   * Confidential records of incidents are maintained and shared with parents for review and collaboration.
   * Individual behaviour modification plans are developed if necessary, ensuring other children’s and staff’s safety.
   * Staff reflect on their responses to ensure they remain constructive and supportive.
5. **Anti-Bullying Approach**
   * Bullying in any form is addressed immediately, with support for all children involved.
   * Staff encourage children to understand the impact of their actions and resolve conflicts peacefully.
   * Parents are engaged in addressing bullying to ensure consistent resolutions.
6. **Training and Development**
   * All staff receive training on promoting positive behaviour, including recognising and responding to challenging behaviours.
   * Training attendance is recorded, and regular updates are provided through in-house or external sessions.
7. **Working with Parents**
   * Staff communicate openly with parents about their child’s behaviour.
   * Parents are informed of both positive and challenging behaviours and involved in addressing concerns.
   * Collaboration ensures consistency between home and nursery.
8. **Incident Reporting and Monitoring**
   * Incidents involving physical intervention or significant behavioural concerns are recorded and reviewed.
   * Records are signed by parents and management and securely stored.
   * Observations and discussions inform risk assessments and tailored support plans.

**Linking to Other Policies** This policy connects to:

* Behaviour Management Policy
* Safeguarding and Child Protection Policy
* Partnership with Parents Policy
* Staff Training and Development Policy
* Health and Safety Policy

By positively promoting good behaviour, valuing cooperation, and fostering a caring attitude, Little Panda’s Nursery creates a supportive environment where children feel respected, safe, and empowered to grow as responsible individuals.

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| **This policy was adopted on** | **Signed on behalf of the nursery** | **Date for review** |
| *2022* | *Jennifer McNaughton* | *January 2025* |