Positive Behaviour & Emotional Wellbeing Support Policy

Applies to: *All employees and management at Dots and Tots*

Policy Statement

At Dots & Tots Day Nursery, we believe that all behaviour is a form of communication. Children are given time and opportunities to understand their feelings, learn how to regulate these big emotions and how they can respond appropriately. Our role is to build secure relationships, understand the reasons behind behaviour and teach children the emotional and social skills they need to become confident, resilient and respectful individuals.

We believe children learn best when they feel safe, valued and understood. Positive behaviour is developed through nurturing relationships, consistent routines, clear expectations and adults who model kindness, respect and empathy every day.

The Dots & Tots Approach

Our approach to behaviour is centred around building positive relationships rather than simply managing behaviour. We understand that every child is unique and that behaviour is often influenced by their stage of development, communication skills, emotions, sensory needs, experiences and environment.

At Dots & Tots we will:

- Build secure attachments through our Key Person system and family feel setting
- Ensure every child feels safe, valued and listened to.
- Promote the child's voice and involve children in conversations about their feelings.
- Provide calm, predictable routines and consistent expectations.
- Maintain staffing above statutory ratios wherever possible to provide additional support.
- Promote emotional wellbeing through child-led learning, outdoor experiences and our dedicated sensory room.
- Work in partnership with parents/carers to ensure consistency between home and nursery.
- Promote inclusion so that every child feels a sense of belonging regardless of their individual needs.

Rather than asking "How do we stop this behaviour?", practitioners are encouraged to ask, "What is this child trying to communicate?" This reflective approach helps us understand the reason behind behaviour and provide meaningful support.

Positive behaviour is promoted throughout every part of the nursery day. Practitioners understand that children learn appropriate behaviour through positive role modelling, consistent guidance and secure relationships.

We will:

- Talk about feelings and emotions every day within a safe, calm and supportive environment.
- Encourage children to recognise, understand and express their emotions in age-appropriate ways.
- Use distraction and redirection techniques wherever appropriate to prevent situations from escalating.
- Promote our nursery expectations daily, including walking feet, kind hands, kind words, listening ears and looking after our environment.
- Address unkind behaviour calmly and respectfully, helping children understand how their actions affect both themselves and others.
- Work proactively with children to develop kindness, empathy, resilience and positive relationships rather than only responding after incidents have occurred.
- Celebrate positive behaviour through praise, encouragement and positive reinforcement.
- Use consistent routines and expectations so children know what is expected of them.
- Adapt our approach to meet the individual needs of every child, recognising that some children may require additional support, visual prompts or alternative communication methods.

Positive behaviour support is closely linked around the promotion of the British Values and our bursary rules, which are embedded throughout everyday nursery life.

- Respect – encouraging children to respect themselves, others, their feelings, beliefs, cultures and the nursery environment.
- Understanding and Compassion – helping children understand the feelings, experiences and perspectives of others while encouraging empathy and tolerance.
- Responsibility – supporting children to make choices, develop independence and understand the consequences of their actions.
- Fairness and Equality – promoting inclusion, sharing and cooperation while recognising that different children may require different levels of support to achieve equal opportunities.
- Kindness – encouraging gentle hands, kind words and caring actions towards others.
- Positive Reinforcement – recognising and celebrating considerate behaviour, perseverance and positive choices to build confidence, emotional wellbeing and self-esteem.

Supporting Individual Needs

Some children may require additional support to develop their emotional regulation and social skills.

Where appropriate, practitioners may use:

- Observations and behaviour monitoring.
- Individual Behaviour Support Plans.
- SMART targets.
- SEND support strategies.
- Visual supports.
- Advice from the SENDCo.
- Guidance from external professionals where appropriate.

Where behaviour may indicate an emerging additional need, concerns will be discussed with parents/carers at the earliest opportunity and appropriate support will be implemented in partnership.

Partnership with Parents and Carers

Parents and carers are recognised as a child's first educators and are key partners in promoting positive behaviour and emotional wellbeing.

Where additional support is required, practitioners will work closely with parents/carers to develop consistent strategies that can be used both at nursery and at home. Regular communication will ensure approaches remain effective, consistent and centred around the child's individual needs.

Successes will be celebrated alongside any concerns, with the aim of building children's confidence, emotional resilience and long-term wellbeing.

Supporting Children During Challenging Behaviour

At Dots & Tots Day Nursery, we believe every child should feel safe, listened to and supported when they experience big emotions.

Practitioners will remain calm, patient and reassuring, helping children to regulate their emotions through co-regulation before supporting them to develop self-regulation skills.

- Use distraction and redirection strategies.

- Offer children the opportunity to move to a calm, quiet area with adult support to help them regulate their emotions.
- Encourage children to talk about their feelings when they are ready.
- Help children recognise the emotions they are experiencing and explore appropriate ways of expressing them.
- Support children to repair relationships following disagreements and understand how their actions have affected others.
- Provide reassurance while maintaining clear and consistent boundaries.

Dots & Tots Day Nursery does not use or threaten corporal punishment or any punishment that could negatively affect a child's wellbeing.

Where there is an immediate risk of injury to a child or another person, practitioners may use reasonable and proportionate physical intervention only where it is absolutely necessary to prevent harm, in accordance with the Early Years Foundation Stage (EYFS). Any intervention will always be the least restrictive option, used for the shortest possible time and only to ensure safety.

Any occasion where physical intervention is used will be recorded, reviewed by management, and parents/carers will be informed on the same day, or as soon as reasonably practicable.

Our aim is always to help children feel heard, understood and supported, enabling them to develop the emotional skills and resilience needed to regulate their behaviour independently over time.

Monitoring and Review

The Nursery Manager will monitor the effectiveness of this policy through:

- Staff supervision.
- Staff meetings.
- Behaviour and incident records.
- Parent feedback.
- Training and professional development.

The nursery is committed to continually reviewing its practice to ensure children receive consistent, nurturing and effective support.

Policy Review

This policy will be reviewed annually, or sooner where there are:

- Changes to legislation or statutory guidance.
- Updates to the Early Years Foundation Stage (EYFS).
- Changes to recognised best practice or local authority guidance.

Any amendments will be communicated to all staff, who will receive any additional training or guidance required to ensure the policy is implemented consistently.

Related Policies

This policy should be read alongside the following Dots & Tots Day Nursery policies:

- Safeguarding and Child Protection Policy
- SEND & Inclusion Policy
- Key Person Policy
- Observation, Assessment and Planning Policy
- Staff Supervision and Appraisal Policy
- Equality, Diversity and Inclusion Policy

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Signed

Christie Patton

Company Owner