



**Clapham &  
Clapham Park  
Montessori**

## **Promoting Positive Behaviour Policy**

At Clapham & Clapham Park Montessori we believe that children flourish best when they feel safe and secure and have their needs met by supportive practitioners who act as good role models, show them respect and value their individual personalities. Children are supported through co-regulation, where adults and children work together towards a common purpose, including finding ways to resolve upsets from stress in any domain and return to balance leading on to a path to self-regulation. The nursery actively promotes British values and encourages positive, caring and polite behaviour at all times and provides an environment where children learn to respect themselves, other people and their surroundings.

We support children's personal, social and emotional development. This involves helping children to understand their own feelings and those of others and to begin to regulate their behaviour. We support children to do this through working together with parents, having consistent approaches, structure, routine and boundaries appropriate to the age/stage and emotional development of the child. Children build confidence and self-esteem in an environment in which they feel valued.

To support positive behaviour in our nurseries, we aim to:

- Recognise the individuality of all our children
- Develop warm, responsive relationships within which children feel respected, comforted and supported in times of stress, and confident that they are cared for at all times
- Understand that certain behaviours such as biting are a normal part of some young children's development
- Encourage self-regulation, consideration for each other, our surroundings and property
- Encourage children to participate in a wide range of group activities to enable them to develop their social skills
- Be fair, and consistent, but firm. All staff should be aware of agreed boundaries and implications and follow them through accordingly
- Ensure that all staff maintain a consistent approach through regular discussions and the provision of in-house training
- Encourage positive behaviour in all children as appropriate to their age and stages of development, by example and by the use of frequent 'Grace and Courtesy' lessons in small groups where children can practise acceptable and safe behaviour in role play situations
- Ensure that all staff act as positive role models for children. All staff should be aware that children learn by copying and that they should behave in a manner that they would wish children in their care to follow
- Encourage parents, carers and other visitors to be positive role models
- Work in partnership with parents by communicating openly

- Acknowledge children's feelings and their positive actions and attitudes, therefore ensuring that children see that we value and respect them
- Encourage all staff working with children to accept their responsibility for implementing the goals in this policy and to be consistent
- Promote non-violence and encourage children to deal with conflict peacefully
- Provide a key person system enabling staff to build strong and positive relationships with children and their families
- Provide activities and stories to help children learn about accepted behaviours, including opportunities for children to contribute to decisions about accepted behaviour where age/stage appropriate
- Support and develop children's understanding of different feelings and emotions, self-regulation and empathy as appropriate to their stage of development. This includes using strategies and naming and talking about feelings and ways to manage them.

Our nursery rules are concerned with safety, care and respect for each other. Staff and children work together to establish and explain a clear set of 'ground rules' governing all behaviour in the nursery. These rules are kept to a minimum and staff ensure that these are age and stage appropriate.

Children who are displaying distressed behaviour and/or behaviour that challenges, for example, by physically abusing another child or adult e.g. biting, or through verbal bullying, are helped to talk through their feelings and actions through co-regulation before thinking about the situation and are encouraged to make amends where appropriate. We make sure that the child who has been upset is comforted. We always acknowledge when a child is feeling angry or upset and that it is the behaviour that is not acceptable, not the child or their feelings.

**Our promoting positive behaviour procedure is:**

- We support all children to develop positive behaviour, and we make every effort to provide for their individual needs
- We never use or threaten to use physical punishment or corporal punishment such as smacking or shaking or use or threaten any punishment that could adversely affect a child's well-being
- We only use physical intervention (where practitioners may use reasonable force to prevent children from injuring themselves or others or damaging property) to manage a child's behaviour if absolutely necessary. We keep a record of any occasions where physical intervention is used and inform parents on the same day, or as soon as is reasonably practicable
- We recognise that there may be occasions where a child is displaying distressed behaviour and/or behaviour that challenges and may need individual techniques to restrain them to prevent them from injuring themselves or others. This will only be carried out by staff who have been appropriately trained to do so. Any restraints will only be done following recommended guidance and training and only with a signed agreement from parents on when to use it. We will complete an incident form following any restraints used and notify the parents
- We do not single out children or humiliate them in any way. Where children are displaying behaviour that challenges, they will, wherever possible, be distracted or re-directed to a suitable alternative activity. Children could also spend time 1:1 with an adult whilst they regain their self-control. When the child is calm,

they may then be invited to re-join the main group. Discussions with children will take place as to why their behaviour was not acceptable, respecting their level of understanding and maturity

- Staff do not raise their voices (other than to keep children safe)
- In any case of behaviour that challenges, we always make it clear to the child or children in question that it is the behaviour and not the child that is unwelcome
- We decide on particular strategies to support particular types of behaviour depending on the child's age, level of development and the circumstances surrounding the behaviour. This may involve asking the child to talk and think about what he/she has done. All staff support children in developing empathy and children will only be asked to apologise if they have developed strong empathy skills and have a good understanding of why saying sorry is appropriate
- We help staff to reflect on their own responses towards behaviours that challenge in order to ensure that their reactions are appropriate
- We inform parents if their child's behaviour is unkind to others or if their child has been upset. In all cases we deal with behaviour that challenges in the nursery at the time. Children have a short memory span and will not remember later in the day what they have done wrong. Constantly reminding the child of what they did should be avoided
- We may ask parents to meet with staff to discuss their child's behaviour, so that if there are any difficulties we can work together to ensure consistency between their home and the nursery. In some cases we may request additional advice and support from other professionals, such as an educational psychologist
- We support children in developing non-aggressive strategies to enable them to express their feelings and emotions
- We keep confidential records on any behaviour that challenges that has taken place. We inform parents as appropriate about incidents concerning their child
- Through partnership with parents and formal observations, we make every effort to identify any behavioural concerns and the causes of that behaviour. From these observations and discussions, we will implement an individual behaviour support plan where a child's behaviour involves aggressive actions towards other children and staff, for example hitting, kicking etc. The manager will complete risk assessments identifying any potential triggers or warning signs, thus ensuring other children's and staff members' safety at all times. In these instances we may remove a child from an area until they have calmed down
- If any parent has a concern about their child, a member of staff will be available to discuss those concerns. Working together can ensure our children feel confident and secure in their environment, both at home and in the nursery
- All concerns will be treated in the strictest confidence.

### **Dealing with behaviour that challenges**

When dealing with behaviour that challenges, staff should:

- Always communicate in a clear, calm and positive manner
- Make every effort to set a positive example to children by behaving in a friendly and tolerant manner themselves, promoting an atmosphere where children and adults respect and value one another
- Avoid shouting

- Facilitate regular and open discussions with children about their behaviour. This will help them to understand the negative aspects of their behaviour and enable them to have their say and be helped to think through the causes and effects of their actions
- Work as a team by discussing incidents and resolving to act collectively and consistently
- Try to discuss concerns with parents/carers at the earliest possible opportunity in an attempt to help identify the causes of negative behaviour and share strategies for dealing with it
- Give children who experience bullying, racism or other unacceptable behaviour the confidence to speak out
- Encourage and facilitate mediation between children to try to resolve conflicts by discussion and negotiation
- Make sure that activities are varied, well planned and structured, so that children are not easily bored or distracted.
- Staff recognise that active physical aggression in the early years can be part of the child's development and that it should be channelled in a positive way
- Children are helped to understand that using aggression to get things is inappropriate and they will be encouraged to resolve problems in other ways
- If child-led play has become overly boisterous/aggressive (whether indoors or outside), staff will step in and provide support, for example by initiating games and activities or re-directing children to more suitable alternative activities.

This policy is shared with all parents and staff of the nurseries. By positively promoting good behaviour, valuing co-operation and a caring attitude, we hope to ensure that children will develop a positive sense of self, have confidence in their own abilities, make good friendships, co-operate and resolve conflicts peaceably. These skills and attributes will provide them with a secure platform for school and later life.

<b>Policy reviewed:</b>	<b>Signed on behalf of the nursery:</b>	<b>Date for next review:</b>
April 2026	Ros Bowles and Lucía Gómez-Santana	April 2027