



Nursery School

Behaviour Management Policy

Policy Owner/Approval	Susan Conron
Reviewed	May 2017
Policy Version	1.2
Version Status	Current
Next Review Due	Spring Term 2020
Policy Location	C:\Users\ahindle\Documents\Policies\HNS&CCPolicies&documents



Nursery School

BEHAVIOUR MANAGEMENT POLICY

Highfield Nursery School believes in promoting positive behaviour and practicing an approach that supports children's development of self-discipline. We believe that children who acquire the ability to be disciplined learn to balance their needs with those of others, feel good about themselves and become increasingly more independent.

Children will be praised and acknowledged for their positive actions and desirable behaviour, such as kindness to others. Staff will use positive strategies for handling any conflict by helping children find solutions in ways that are appropriate for the children's ages and stage of development.

Staff will treat children with respect at all times. We require all staff, students and volunteers to provide a positive role model of behaviour by treating children, parents and one another with friendliness, care and courtesy.

We never use physical punishment, such as smacking or shaking and children are *never* threatened with these.

In rare circumstances, physical intervention with a child may be seen as appropriate, e.g. preventing an accident such as a child running into the road or to prevent injury to themselves or others. This should be achieved with minimum force and for a minimum amount of time. Any such incidents should be recorded in the Incident Book. The following should be recorded along with the name of person recording the incident:

- Child's name
- Time and location of the incident
- Nature of the incident
- Who else was involved
- Name of witness
- What was the adult's role in the incident

Any recorded incidents will be shared with parents.

Children who do behave inappropriately within the nursery, either by physically or verbally abusing another child or adult will be given 'time out' of the situation. They will

be supervised at all times and encouraged to re-join their group once they have apologized. The length of 'time out' will be determined by the child's age and stage of development. Children will be encouraged to recognise that bullying, fighting, hurting and racist comments are not acceptable behaviour.

Staff at the nursery will work in partnership with parents and carers and keep them regularly informed about their child's behaviour. We will work with parents to address recurring unacceptable behaviour using observational records to help us achieve this.

By positively promoting good behaviour, valuing co-operation and a caring attitude, we hope to ensure that children will develop as responsible members of the community.

Parents

Parents are required to adhere to the behavior policy at all times and manage their own behavior in such a way that respects others views, beliefs, opinions and backgrounds.

In Highfield nursery school parents/carers agree to the following:

- Be with your child at all times and be responsible for him/her
- Adhere to the nursery's Single Equalities Policy (we will not tolerate any form of discrimination)
- No smacking, no shouting and no swearing during your time at nursery

The nursery school has a No Smoking, No Drugs and No Alcohol Policy.

Please respect all staff at all times. Staff with respect all parents.

Sanctions for parents

A parent will be given 2 verbal warnings before;

- a) They are given a written warning
- b) If the incident/s continues parents will be asked to not attend the nursery school until they are able to respond as requested

If a parent/child does something dangerous or makes a discriminatory comment to another child/parent the nursery school has the right to ask the parent/child to leave the nursery straight away. The Senior Leadership Team will be made aware of the situation and in consultation with the Head teacher will decide the appropriate response.

Fixed term and permanent exclusions for parents

Highfield nursery school can only exclude a parent/family once agreement has been obtained from the Head teacher. The Head teacher, along with the Senior Leadership Team will decide whether the exclusion is to be temporary or permanent.

If a parent is excluded the Head teacher will inform the parent immediately, giving reasons for the exclusion. At the same time, the Head shall make it clear to the parent that they can, if they wish, appeal against the decision to the governing body. The governing body has a discipline committee which is made up of between three and five members. This committee considers any exclusion appeals on behalf of the governors.

