



*Nursery School*

## **Behaviour Management Policy**

Policy Owner/Approval	Sue Conron
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## 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.

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 group. 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 limited to no longer than 10 minutes. Details of any unacceptable behaviour will be documented in the nursery's incident book and shown to the child's parents at the end of the session.

Children will be encouraged to recognize 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.



## **DISCIPLINARY POLICY**

**“Punishment which hurts, frightens or humiliates children is unacceptable, as well as being ineffective. Smacking, shoving and ‘naughty’ chairs or corners, only assert the adult’s power over children, without helping them to improve. We should give children time out when they behave badly, or have disrupted an activity.”**

**(Extract from the Patmore Centre’s Good Practice Guidelines)**

## **DISCIPLINE**

This policy is in conjunction with the LEA ‘Code of Practice: Care and Control of Children, Guidance for Schools.

## **A POLICY FOR DISCIPLINE**

Discipline is the system of training which aims to educate children to an acceptance, and recognition of responsibility for their own decisions, action, and the consequences of these. It must be seen in the wider framework of how Highfield Nursery School’s services, motivates and improves the behaviour of children, using positive approaches including incentives and praise, as well as, where necessary, punishment and sanctions.

## AIMS OF THE DISCIPLINARY POLICY

- Ensure the health and safety of children and staff
- To develop in children a sense of self discipline
- To develop in children a recognition of their responsibility for their actions, to foster the acquisition of self control
- To create conditions in which the community of Highfield Nursery School's rules
- To encourage all children to give their best and to fulfil their potential
- To ensure that our code of conduct is clearly understood, and is seen to be reasonable and sensitive, and consistently applied
- To ensure that every child feels valued for her/himself and understands that in all disciplinary action, it is the behaviour that is unacceptable and not the child as a person
- Safeguard staff against false and malicious allegations
- To (develop) encourage, a sense of pride of achievement and accomplishment
- To establish a goal, a reward for positive behaviour, actions, speech, work etc.
- To positively discourage any form of bullying or violence

All staff should be aware that:

- Their attitudes are of the greatest importance in creating the environment in which good staff and children relationships can develop, and which encourages and motivates children to their greatest effort. Praise can often create a more positive environment for good discipline than repeatedly focusing on instances of negative behaviour.
- It is vital to the success of the policy that its requirements are applied consistently.
- They are responsible at all times for the behaviour of all children within sight or sound of them, regardless of presences of any other member of staff.
- Immediate checking of a child for a minor offence, by word or a glance, or other means can prevent a more serious problem developing.
- Pastoral advice forms an important part of our policy, and is the responsibility of every member of staff.

- It is staff example that has the greatest influence upon children so they should consider themselves a setting an example for others in matters of punctuality, attitudes and respect.
- A discipline problem may well be solved by a review of the setting curriculum, teaching methods and organization.
- Educating for self-discipline can be approached through particular curriculum areas, eg through role play, co-operative games, child discussions etc.

## **REWARDS AND SANCTIONS TO CHILDREN**

Highfield Nursery School endeavors to encourage and reward good behaviour, effort and skills. Rewards may vary from time to time, and may take the form of the following:

- Verbal praise
- Incentive stickers
- Incentive charts and certificates

## **SANCTIONS**

Highfield Nursery School may, on occasion, need to implement sanctions.

These will take the form of:

- Verbal discussion on why this behaviour is not acceptable. Guided to a quiet area.
- Removal from an activity and re-directed to another activity or placed in an area to reflect their actions.
- Unacceptable behaviour outdoors may necessitate in the child being sent indoors.
- Loud verbal instructions on occasions are necessary to prevent accidents or injury to child or children.
- The ultimate sanction will be child knowing that a discussion will need to take place with parents.
- In rare circumstances, where behaviour has been unacceptable, it may be necessary to exclude the pupil for a fixed period.

## **INVOLVING PARENTS IN PROBLEMS**

Parents should be informed promptly when children are continually behaving in an anti-social manner or experiencing great difficulty in the setting. There is no valid excuse in answer to parents' question, "Why weren't we told?"

**IT IS IMPORTANT THAT ALL STAFF DISCUSS THE MATTER WITH THE HEAD TEACHER BEFORE APPORACHING PARENTS.**