

# Hindley Nursery School

## Behaviour Policy

“Supporting our community to enable a positive start for children and their lifelong learning.”

### Principles

This policy sets out the expectations of behaviour at Hindley Children’s Centre for staff, parents, children and visitors who use the range of services on offer from the Nursery School.

We believe that children and adults flourish best in a well-planned and developmentally appropriate environment in which everyone knows what is expected of them. We aim to ensure that children are free to develop their play and learning without fear of being hurt or hindered and that adults are given the opportunity to develop their skills, knowledge and confidence in a welcoming and supportive environment.

At the Centre we have qualified staff that are able to support child development from birth onwards. Emphasis is placed on the well being and involvement of a young child and their Personal, Social and Emotional development. Staff work towards each child developing their skills in understanding and managing their behaviour and emotions.

The aims of our behaviour policy are to develop children’s:

- Social skills and help them to understand ways to express their feelings and emotions
- Confidence, self-control and self-esteem in an atmosphere of mutual respect and encouragement
- Caring and co-operative relationships with other children and adults

In order to achieve this:

All staff will provide a positive role model for children and other adults with regards to friendliness, care and support.

- Staff will praise desirable behaviour.
- Routines will be clear and well organised.
- Children will have a Key Person to ensure their individual needs are met.
- Staff will be consistent with their rewards and sanctions and staff will have clear strategies and boundaries.
- Staff will support parents with bonding and attachment, modelling and encouraging good interaction and play.
- Staff will empower parents to communicate with their baby/child and model age appropriate responses and expectations.
- Staff will signpost parents to other groups and support within the Centre and the community to promote child development, positive adult / child relationships and positive behaviour.

### **When children behave in an unacceptable way:**

- Certain types of behaviour are normal according to the stage of development of individual children. Staff will limit attention or even ignore and distract in the first instance.
- Children will be given support in developing their awareness of how to behave more appropriately.
- The child will be told exactly what positive behaviour is expected of them. E.g. "I want to see good walking"
- A warning will be given in a firm, assertive style, using limited language and clear eye contact.
- Staff will help the child to understand the consequences of their behaviour and feelings of others.
- Time out from the situation if behaviour is disrupting the flow of activities or the well being and safety of those around them.
- Use of time out when appropriate, this may take place in the Headteachers office if necessary.
- Staff will keep parents informed when there are on-going issues related to behaviour.
- Staff will contact the Special Educational Needs Co-ordinator and outside agencies for advice and information to discuss strategies and approaches to individual children according to their needs. A Parental Agreement must be completed by a parent to access additional services.
- Staff will be provided with an Individual Educational Plan if necessary.
- Parents may be asked to reduce the session time according to the needs of the child.
- In extreme cases team teach strategies may be used a child may be restrained. This will be recorded using an incident form and reported to the Governing Body.
- In extreme cases, when all other options have been exhausted the child may be excluded from nursery.
- Physical punishments are never used at Hindley Nursery School.

### **Team Teach**

Team teach is an approach to managing behaviour that challenge. Team teach emphasises the importance of preventing and de-escalating potential conflicts but also empowering staff to deal with restraints when necessary. Staff are aware of the 'caring c' and the suitable restraints to help young children to calm and return to their activities. If children's behaviour requires the use of restraint a positive handling plan and risk assessment will be completed by the class teacher. All restraints will be recorded.

Please see [www.team-teach.co.uk](http://www.team-teach.co.uk) for all relevant reporting and recording formats.

Team Teach username: lets04

Password: teamshare

### **Anti-Bullying Statement**

All children at Hindley Nursery School are entitled to learn in a safe and supportive environment. This means they should be free from all forms of bullying behaviour.

Bullying is persistent behaviour by an individual or group with the intention of verbally, physically, or emotionally harming another. It is often difficult for a victim to defend themselves against bullying.

Bullying is generally characterised by:

- Repetition: Incidents are not one-offs but frequent and happen over a period of time.
- Intent: The perpetrator means to cause verbal, physical or emotional harm. It is not accidental.
- Targeting: Bullying is generally targeted at a specific individual or group.
- Power imbalance: Whether real or perceived, bullying is generally based on unequal power relations.

Through our strong key worker relationships with children we will ensure that the personal, social and emotional development of all of our children is supported and remains a strong focus throughout our early years provision. Key workers will be aware of friendships and encourage pupil co-operation and the development of interpersonal skills through play and group work. Opportunities to extend friendships will be encouraged throughout nursery.

Any reports of bullying will be treated very seriously and will be challenged and never ignored. All reports of bullying will be seriously investigated and the school will work closely with the children and parents involved to resolve the situation.

Bullying throughout the School of any child, staff member, and parent or Centre user is not tolerated. All Local Authority policies will be followed.

If any parents or service users are unhappy about the way in which matters have been dealt with they must follow the Nursery School complaints procedure.

### **Racist Incident Statement**

Hindley Nursery School believes that all pupils, regardless of their race, nationality, culture or religion are entitled to an education which is free from racial discrimination and harassment. All staff are expected to take all allegations seriously. The definition of a Racist Incident from Home office advice and the recommendation of the Stephen Lawrence Inquiry is that:

**“A racist incident is any incident which is perceived to be racist by the victim or any other person.”**

All racist incidents will be considered as serious. Due to the age of the children they are often intrigued about the similarities and differences around them, although this is often developmentally appropriate, miss-conceptions,

stereotyping or inappropriate language will be dealt with immediately and children will be supported to develop their understanding. Staff will also work with parents regarding any unacceptable behaviour.

Repeated racist incidents or a single serious incident may lead to consideration under child protection procedures. All racist incidents will be reported to the governing body.

**Visitors / Service Users:**

All visitors and parents using the services delivered from the school will be treated with utmost respect. They will be welcomed into the caring environment and encouraged to respond to others in an equally and polite manner.

If users behave in an unacceptable way they will be calmly asked to adapt their behaviour. If the unacceptable behaviour continues they will be asked to leave the premises by a senior member of staff.

If a serious situation occurs that threatens the positive atmosphere at the School the police will be called and the person will be banned from the School. There is a panic button available in the front and back office of the upper floor which can be activated in an emergency and will go straight through to the Police who will attend the Centre immediately.

In the event of unacceptable behaviour it is the responsibility of the group leader to make a decision on the circumstances and seriousness of the incident and report to the Headteacher or a senior member of staff.

Unacceptable behaviour at the School includes:

- Verbal or physical abuse of another person.
- Racist or sexist remarks.
- Persistent aggressive swearing.
- Aggressive and violent behaviour.

Parents who attend services or the café at the School are responsible for the behaviour of their own child and must encourage acceptable behaviour at all times. The Centre operates a 'Smack Free Zone' and although we recognise the rights of all parents to choose their own style of behaviour management when dealing with their children, we will encourage and enforce the 'Smack Free' philosophy.

**Signed on behalf of the Governing Body.....**

**Date.....**

**Reviewed – Nov 2018**