
**PEASLAKE NURSERY
POLICY DOCUMENT**

POLICY NO: 3

NURSERY BEHAVIOUR POLICY

Rationale

In Peaslake Nursery we value each child as an individual. We believe in raising children's self-esteem by praising achievement. We celebrate good behaviour and a positive attitude to learning. We believe that children, staff, parents and trustees all have an individual responsibility to ensure our nursery environment is a safe and happy one. This policy has been drawn up to explain our positive whole nursery approach.

Aims for Nursery Behaviour are:

- To create a caring environment in which children feel safe, secure and valued
- To encourage a calm, purposeful and happy atmosphere within the nursery
- To foster a positive attitude towards everyone, regardless of their gender, race, culture, disability or ability and to acknowledge and value achievement at all levels
- To create a positive environment in which children can learn and teachers can teach
- To encourage children to always try their best
- To promote kindness, honesty and good manners
- To encourage increasing independence and self-discipline so that each child learns to accept responsibility for his/her own behaviour.
- To have a consistent approach to behaviour throughout the nursery with parental co-operation and involvement.
- To make boundaries of acceptable behaviour clear to ensure safety.
- To raise awareness about appropriate behaviour.
- To help the children, staff and parents work together with a common purpose
- To ensure staff are appropriately updated in behaviour management strategies through CPD and training.

Responsibilities of staff:

- To treat others with respect
- To co-operate with all the children, other staff members and parents
- To work to the best of their abilities within our nursery indoor and outdoor environment
- To set and differentiate work of an appropriate level to foster self-esteem and self-worth
- To establish a high standard of classroom organisation.
- To support children in the development of self-discipline
- To keep parents informed of their child's behaviour in nursery; good or bad
- To establish and communicate clearly the measures to ensure good order, respect and discipline
- To support, praise and reward children's good behaviour
- To apply sanctions fairly and consistently

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- To ensure all staff model good behaviour and promote positive behaviour through the active development of children's social, emotional and behavioural skills.

Responsibilities of Parents:

- Make children aware of appropriate behaviour in all situations
- Encourage independence and self-discipline
- Show an interest in all that their child does in nursery
- Foster good relationships with staff and other parents
- Support the nursery in the implementation of this policy
- Be aware of the nursery rules and expectations.

Our Discipline plan

In our nursery we have a discipline plan, which has three elements:

- **Nursery Rules** – these are discussed with the children, and must be followed at all times.

Our Golden Rules in each class are as follows:

- | | |
|---------------------------|--|
| - We are gentle | - We do not hurt anybody |
| - We are kind and helpful | - We do not hurt the feelings of others |
| - We listen to others | - We do not interrupt |
| - We are honest | - We do not cover up the truth |
| - We work hard | - We look after our property and nursery |

Rewards

We use a lot of positive discipline in the Nursery. When a child is kind or gentle they will be praised. If a child is unkind we will discuss with them how they might make it better. If a child misbehaves continually the parents will be contacted. An action plan will be drawn up with the parents, outlining how all parties can move forward to help the child improve their behaviour.

Bullying

At Peaslake Nursery we regard bullying as serious and always take action against it. We encourage children to work against it and report any incidents of bullying to their parents or any member of staff.

The Surrey LEA definition of bullying is;

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"Bullying is deliberate physical, verbal or non verbal behaviour towards another person or group of people with the intention of frightening or causing hurt and **which continues over a period of time**.

Bullying always involves an abuse of power or responsibility.

It is the Nursery's policy to work closely with parents to ensure the happiness and development of all our children. Should a parent feel anxiety concerning the happiness or well being of their child or other children, we suggest that they:

- Notify the Nursery and arrange for an appointment to discuss the situation with the Nursery Manager or any other member of staff
- Encourage their child to talk to someone they trust in nursery
- Reassure their child that talking about the problem and working with the Nursery will improve the situation.

We encourage parents to make contact with the nursery at an early stage, as this is so much better for both the victim and the aggressor, thus often preventing a more serious situation.

Intrinsic in the life of Peaslake Nursery is the assumption that staff should by their example of care and concern for others, provide a positive role model to children and colleagues. Therefore every effort is made to supervise areas where bullying could take place and at times when it is most likely to occur. Any incident of bullying should be acted upon immediately in the first instance to protect the victim from any repetition.

If any member of staff is approached by a child or a parent regarding a possible bullying problem, it is essential that information is shared with the Principal and with the classroom teacher. Strategies planned for dealing with individual cases of bullying must be discussed and agreed with the Principal. Strategies can and will vary according to individual circumstances. At Peaslake Nursery we do not believe that a single 'off the shelf' strategy can effectively address all cases of bullying in its varied forms. Possible whole nursery strategies to address issues will include well-planned circle time activities, collective worship and weekly class discussions to allow children to understand the negative influences that any kind of bullying has on our nursery community. Children will be spoken to individually and/or in a small group as is appropriate.

All strategies must include provision for long-term monitoring, recording and evaluating of the situation to ensure that the 'cure' is permanent, must include parental involvement and must involve working with both the victim(s) and the aggressor(s).

Being positive

The most important factor in our Behaviour Policy is the positive reinforcement of good behaviour. The majority of our children are well behaved and courteous.

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Policy Ratified by the Governors: 15th September 2014

Review date: Annually