

Horizon Nursery Promoting Positive Behaviour including Anti Bullying Strategies Policy

*Amended:
March 2020
Ratified:
April 2020*

*This policy should be read in conjunction
with a range of associated College and
Nursery policies*



PROMOTING POSITIVE BEHAVIOUR
including
ANTI BULLYING STRATEGIES POLICY

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Section 1 Governor Statement of Principles

Purpose and Aims of the Policy

Governor Statement of Principles

- 1) Children have the right to feel safe at all times
- 2) Children are expected to have high standards of behaviour in the nursery
- 3) The aim of the promoting positive behaviour and anti-bullying policy is to encourage and reward good behaviour and to provide fair and understandable sanctions when there is poor behaviour
- 4) The behaviour policy will comply with legislation and with other college and nursery policies, for example the safeguarding policy; the information governance policy
- 5) The promoting positive behaviour and anti-bullying policy will be implemented fairly and consistently across the nursery by all staff
- 6) Governors expect staff and parents/carers to work in partnership to manage appropriate behaviour in order to uphold the rules of the nursery

The Purpose of the Policy

The purpose of the policy is to ensure a positive approach is taken in the management of children's behaviour which builds self-confidence and self-awareness.

Aims of the Policy

- Provide a safe and secure environment in which children feel valued and respected
- Support children to understand their own and others' behaviour and its consequences, and help children learn to distinguish right from wrong
- Encourage and explain the importance of tolerant behaviour such as sharing and respecting others' opinions
- Provide clear and consistent boundaries individual to children's needs and abilities
- Be vigilant and deal with any incidents where one child harms another seriously
- Protect children against bullying (online and in person) and teach them how to keep themselves safe

Signed

(Principal/Nursery Representative)

Date:

Signed:

(Chairperson of the Governing Body)

Date:

Section 2 Role and Responsibilities

Parent/Carers:

- Communicate with staff regularly, and share with them any concerns you have about your child's behaviour or the behaviour towards your child
- Tell staff if there are changes at home, e.g. if there has been a bereavement, changes at home or the wider family, as these changes can impact on a child's behaviour
- Work in partnership with, and support nursery staff to promote positive behaviour
- Be a good role model; show your child how to behave by using appropriate language and behaviour
- Be respectful to all children, families and staff and visitors and raise issues or concerns in an appropriate manner
- Tell staff if your child voices a concern(s) about another child in nursery physically hurting them or if they appear scared or upset by another child in nursery

Nursery:

- Provide a purposeful learning environment that provides activities for all children that are relevant to their stage of development and which interest and engage children
- Ensure staff are positive role models who use appropriate language and display appropriate behaviour at all times whilst they are working with children
- Recognise, praise and reward positive behaviour
- Work with children to create rules and codes of behaviour – when they are of an appropriate age – to ensure they are clear about the standards of behaviour that are acceptable
- The SENDCO is responsible for promoting positive behaviour management within the nursery. The SENDCO will have experience and/or will have been trained in the management of behaviour
- Support children to understand and manage their own and others feeling, emotions and behaviour
- Be vigilant and deal with any behaviour that poses a potential risk, is intimidating or is causing distress to another child in nursery quickly monitoring the behaviour through the **INCIDENT LOG**

- Analyse any recurring behavioural patterns in partnership with parents/carers. This may involve working in partnership with other agencies to support families, to deal with their child's behaviour which may include a range of strategies including putting an Early Help Assessment in place and/or signposting parents to training
- Teach children simple strategies that will enable them to express themselves appropriately when faced with other children's unacceptable behaviour, in line with nursery Anti-Bullying Strategy e.g. teaching children to tell other children when the behaviour they are displaying is upsetting them and asking them to stop
- Manage inappropriate behaviour in a calm and consistent manner without shouting, blaming or labelling children, promoting the learning opportunities of any situation
- Take positive steps to avoid a situation in which children receive adult attention in return for inappropriate behaviour
- Record any injuries as a result of inappropriate behaviour using the relevant Accident/Incident Form, in line with the Nursery First Aid Policy and discuss with the parents of both children
- Complete and record observations to establish a cause or pattern

Section 3 Corporal Punishment

Nursery staff will not give corporal punishment to a child under any circumstances.

Nursery staff will not threaten corporal punishment and must not use or threaten any punishment which could adversely affect a child's well-being.

Nursery staff must also take all reasonable steps to ensure that corporal punishment is not given to a child in the care of the nursery or when accessing group activities.

Any incidents of corporal punishment witnessed by nursery staff by parents/carers must be recorded in a Cause for Concern Form and reported to the nursery's Designated Safeguarding Lead/Deputy immediately. The nursery will report any incidents of corporal punishment appropriately, in accordance with Barnsley's Safeguarding Children's board guidance and OFSTED requirements.

Section 4 Physical Intervention

Physical Intervention is the use of force which restricts movement (restraint).

A person will not be taken to have used corporal punishment (and therefore will not have committed an offence), where physical intervention was taken for the purpose of averting immediate danger of personal injury to any person (including the child) or to manage the child's behaviour if absolutely necessary.

Nursery staff must keep a record of any occasion where physical intervention is used, and parents/carers must be informed on the same day as the intervention occurs. Records should be kept using the Accident/Incident Form.

'Any early year's provider who fails to meet these requirements commits an offence'. EYFS