



Whitecross Nursery School

Behaviour Policy

Reviewed by	Claire Devey & Claire FitzPatrick
Date of last review	May 2023
Date of next review	March 2024
Ratified by the Governing Body	June 2023

This policy will be reviewed sooner if there is a change to legislation or guidance which may affect it. Any changes will be communicated to all stakeholders.

Whitecross Nursery School expects the highest standards of behaviour from children, parents, governors and staff. We encourage positive behaviour, help to develop a sense of self-esteem and promote respect for others at all times. We address all incidents of negative behaviour immediately and ensure parents are involved in a positive way in supporting their child.

The Head Teacher is the lead practitioner responsible for behaviour at Whitecross Nursery School.

Links to other policies

Safeguarding and Child Protection

Prevent Policy

Positive Handling Policy

Pupils Equality, Equity, Inclusion and Diversity Policy

SEND Policy

PSHE Policy

Links to statutory guidance

Statutory Framework for the EYFS 2021 identifies four guiding principles:

- Every child is a unique child, who is constantly learning and can be resilient, capable, confident and self-assured.
- Children learn to be strong and independent through positive relationships.
- Children learn and develop well in enabling environments with teaching and support from adults, who respond to their individual interests and needs and help them to build their learning over time. Children benefit from a strong partnership between practitioners and parents and/or carers.
- Importance of learning and development. Children develop and learn at different rates. (See “the characteristics of effective teaching and learning” at paragraph 1.15).

The framework covers the education and care of all children in early years provision, including children with special educational needs and disabilities (SEND).

These guiding principles support our ethos and positive approach to behaviour at Whitecross.

In addition, the Counter Terrorism and Security Act 2015 places a duty on early years providers ‘to have due regard to the need to prevent people from being drawn into terrorism’ (the Prevent Duty). Our nursery actively supports the fundamental British values of:

- Democracy: making decisions together
- Rule of law: understanding rules matter
- Individual liberty: freedom for all
- Mutual respect and tolerance: treat others as you want to be treated.

Aims

Here at Whitecross Nursery School we aim to;

- Develop an inclusive, secure, happy environment in which the children can learn through play.
- Create a calm, well-disciplined and purposeful atmosphere within the nursery.
- Allow all staff, parents and governors to contribute fully to the ethos of the school and to the management of good behaviour.
- Ensure all staff address negative behaviour sensitively but immediately in order that children are aware of the nursery's intolerance of such behaviour.
- Promote good relationships with adults and peer groups.
- Promote self-esteem and mutual respect.
- Promote British values.
- Develop a rapport with parents and ensure they are supported in the implementation of the nursery policy in addressing negative behaviours.
- Identify a member of staff with responsibility for behaviour management issues. This person should have the skills to support staff and liaise with other agencies for further advice and expertise.
- Ensure a copy of the policy is seen and understood by all staff, and others working with the children, including students and volunteers.
- Be able to identify individual children who may be at risk of being drawn into extremism, violent or non-violent, that can create an atmosphere conducive to terrorism and popularise views which terrorists exploit.

Strategies to Promote Positive Behaviour

To promote good behaviour and discipline the children are encouraged to:

- Be aware of the needs of others.
- Take turns and share.
- Comply with nursery routine and procedures.
- Manage their feelings with support from staff.
- Develop a trust in both adults and peers.
- Develop their self-respect and self-esteem by building up confidence and a feeling of security.
- Act out their feelings through small-world play and role play.
- Develop a respect for the diverse cultures and religions in society today.

The role of the staff in promoting a high standard of behaviour and discipline is to:

- Organise the indoor and outdoor learning environments so that they have a positive impact on behaviour in terms of space, access and choice of activities.
- To take a positive and consistent approach towards managing children's behaviour, with clear expectations and boundaries, appropriate to the children's level of understanding.
- To handle behavioural issues in ways appropriate to the child's stage of development and level of understanding. This may be 'time out' of the immediate situation with support.
- Encourage appropriate behaviour in all interaction with children and staff and show that good behaviour is valued.
- Record all significant incidents relating to behaviour sensitively to all parties using the electronic tool CPOMS.
- Encourage responsibility and caring for others and the environment.
- Model appropriate behaviours and always remain calm.
- Deal with negative behaviour at the earliest opportunity.
- Respond spontaneously to potentially volatile situations to defuse them.
- Identify and implement strategies that encourage positive behaviour e.g. redirecting the child's attention to another activity when appropriate.
- Use all resources available to support their intervention e.g. specialist books, small world resources etc.
- Demonstrate that the child is still valued even if his/her behaviour is unacceptable.

- Discuss with children acceptable behaviour in all areas of learning and experiences.
- Encourage the children to express openly their feelings/likes and dislikes.
- Help the children to understand the consequences and effects of their behaviour on others.
- Help support children's self-esteem by enabling them to be successful in play experiences and activities.
- Encourage children to share, negotiate and cooperate during their play.
- Support the children in resolving conflicts with other children.
- Work in partnership with parents/carers to promote a shared expectation of behaviour in Nursery.
- Ensure that in 'sensitive' cases the Headteacher will be responsible for liaising with parents.
- Consider that if a behavioural problem arises and is due to Special Educational Needs, the SENDCo will refer to outside agencies to seek advice and support.
- Ensure that any problems arising from inappropriate parental/family behaviour are dealt with by the Headteacher in full consultation with the Governing Body and Local Authority.
- Ensure that all staff, including students and volunteers, do not use any form of physical intervention/restraint, unless it is necessary to prevent children from causing harm to themselves or to others or serious damage to property. Any use of physical restraint will be in line with our positive handling policy. All such incidents are recorded and discussed with parents on the same day.
- Ensure that all staff, including students and volunteers, when responding to unacceptable behaviour, do not humiliate children.

Rewards promote good behaviour and help children to see that good behaviour is valued. Rewards encourage the children to take responsibility for their actions and promote self-esteem. All children have a need for positive affirmation and most respond well to verbal praise and social approval. Praise and positive feedback will be the basis of the rewards at Whitecross with Nursery staff use kind words and super praise along with stamps and stickers.

Managing Challenging Behaviour

At Whitecross Nursery School, any behaviour which could cause harm to self or others is considered unacceptable;

- Hurting ourselves or others verbally or physically
- Intentionally and consistently excluding others
- Destructive behaviour
- Inappropriate (sexualised) touching of self or others
- Taking or spoiling others' possessions.

Adult interventions will be based on observation and assessment of the individual situation, however they are likely to include the following responses;

- Phrasing all language positively –for example “Feet on the floor” rather than “Don’t stand on the chair”.
- Ignoring and giving minimal attention to unwanted behaviours.
- Constantly promote positive behaviour by smiles, nods, verbal praise and attention when possible.
- Distraction and redirection.
- Clear directions using simple, key language, expressions and signs and visuals if needed. For example, “Stop!” showing an open hand or a red cross.
- Reminder of request and warning.
- If a child is hurt make sure their needs are met before any actions taken with other child/children.
- Using key, clear, calm language, label and acknowledge feelings shown by child/children involved. For example “I know you are angry.” “I can see you are cross”.
- If necessary, leading the child from the situation or moving other children away.
- Use of timers to support turn taking (particularly for play on the swing, bikes etc.).
- Use of social stories to show feelings and strategies.
- Restorative conversations once the child is calm to help the children to understand the consequences and effects of their behaviour on others.

All behaviour incidents will be logged in CPOMs and are regularly reviewed by the DSL, Lead teacher and SENDCo to identify any patterns and evaluate the effectiveness of behaviour interventions and strategies within nursery.

Individual Behaviour Management Plans

Where negative behaviour is ongoing, individual behaviour management strategies will be developed following a period of assessment to meet the specific needs of the child. Assessments and potential strategies are recorded using the behaviour risk assessment document in appendix 1. The plans will include identification of known and potential triggers leading to negative behaviour and how these can be avoided.

The behaviour management plan will be discussed and further developed in partnership with parents/carers to ensure a consistent approach within nursery and at home and, where necessary, advice and support will be sought from outside agencies/professionals.

All staff will see the agreed behaviour management plans to ensure a consistent approach throughout the school day.

The effectiveness of the plan will be monitored in partnership with parents/carers, and approaches and interventions adapted where required.

Bullying

Bullying is the repeated and intentional verbal, physical or emotional harming of another.

While instances of bullying are rare at nursery, we take a zero tolerance approach to bullying when this does occur.

Instances of bullying can be a misplaced attempt to interact with others. We would endeavour to identify the cause of such behaviour in order to know how best to deal with it. Whatever the motivation we would treat this very seriously, sharing incidents and strategies with families. The child displaying this behaviour would not be named to the parents of the child/children who have been targeted.

Children who repeatedly hurt others are supported by staff and closely monitored to protect other children. The triggers would be observed, and situations prevented from occurring as far as possible. Strategies would be introduced to reduce negative and develop positive behaviour. If necessary, a behaviour management plan or target would be put in place.

Children who have been the subject of harm or bullying will be supported to develop appropriate strategies when faced with this kind of behaviour.

Links with Safeguarding

Staff will develop positive relationships with the children and their families. They will get to know each child and their unique strengths and needs. Changes in a child's behaviour can indicate changes at home and staff will notice and discuss such issues with them and their parents/carers to find out if any support is needed.

All staff recognise that a change in behaviour, aggressive or sexualised behaviour and self-harm can be indicators of potential safeguarding issues. All staff are vigilant and aware of the signs of potential abuse or neglect, including peer on peer abuse, and will report any concerns immediately to the Designated Safeguarding Lead in line with our Safeguarding and Child Protection policy.

Links with Inclusion and Equality

All children need the adults around them to show respect, positive regard, supportive approaches, positive challenges and gentle but firm boundaries.

Children with SEND may have hugely varying developmental needs and will have individualised learning plans. The expectations and management of their behaviour will be defined by their needs.

We respect cultural differences and discuss sensitively with families how we can best support the child at home and school to ensure consistency.

Appendices

1. De-escalation poster for staff
2. Order of escalation
3. Restorative discussion
4. Individual behaviour support plan



De-escalation strategies

1. *Act calm even if you're not.*
2. *Lower your voice*
3. *Change the subject / distract.*
4. *Show you are listening.*
5. *Give them a job to do.*
6. *Use humour.*
7. *Give space.*
8. *Offer a solution / way out.*
9. *Show empathy*

Order of escalation

1. *The look (from an adult in nursery)*
2. *Saying the child's first name out loud*
3. *Going over to the child and speaking calmly and quietly to them*
4. *Modelling the expected behaviour with the child*
5. *Ensuring that another staff member is close observing the situation*
6. *Go and get a member of SLT to come and help*
7. *Removing the child from the situation or the other children around from the child*

Restorative Discussion
<i>1. I wonder what happened.</i>
<i>2. I wonder how you were feeling when _____ happened.</i>
<i>3. I wonder if you made a good choice or a bad choice.</i>
<i>4. I wonder how _____ is feeling now.</i>
<i>5. I wonder how you are feeling now.</i>
<i>6. I wonder what we could we do to help you to make things right?</i>
<i>7. Please can you think carefully about trying to make a good choice if you feel like this again?</i> <i>Thank you.</i>



Whitecross Nursery School

Child Behaviour Risk Assessment

Appendix 4: Individual behaviour support plan

KEY INFORMATION	
Full Name	
Date of Birth	
Background Information	

Brief History of harmful behaviours (When, where, what, who, why, how)		
Risks to be managed How frequent is the behaviour		

Triggers/behaviour to monitor	Indicators of positive change

Completed by	Role	Date
Authorised by	Role	Date

Review Date	Reason for Review	Significant Amendments

