



King's Lynn Nursery School

Behaviour Policy

Agreed on ___ April 2024 ___ Review on ___ April 2025 ___

KING'S LYNN NURSERY SCHOOL BEHAVIOUR POLICY

Successful learning can only take place in a secure atmosphere. Essential to a child's feeling of security is the knowledge that there are clear boundaries of acceptable behaviour applicable to everybody. In such an environment a child is able to function as an individual and as a member of a group.

Governors and staff aim to provide a challenging environment which will hold the children's interest, and so lead to constructive activity, and in which good behaviour receives positive reinforcement. Discipline in the Nursery School is informal. Staff take a consistent attitude to loving firmness as a framework. Staff view the welfare of the children as paramount, but also consider the welfare and safety of other children and adults.

The Headteacher is ultimately responsible for:

- Taking day-to-day decisions with regard to standards of behaviour.
- Supporting staff in their efforts to modify children's behaviour.
- Ensuring that the response to both desirable and undesirable behaviour is consistent.

The staff have a duty as role models and the children learn from the friendly way in which they relate to each other and the children themselves. They also have a duty to:

- Make positive remarks about everyday acts of helpfulness and kindness and encourage adult helpers to do so.
- Draw commendable behaviour to the attention of parents.
- Encourage children to help others, especially disadvantaged children.
- Make simple, understandable rules with regard to safety, hygiene, tidying up etc., and see that they are adhered to.
- Reinforce the children's sense of right and wrong by the stories they read.
- Monitor the children's ability to form relationships and act as a group.
- Use rules and sanctions that have been talked through with the children and that they understand. (eg if a child runs in school they are made to go back and walk, or when pushing other children out of the way to be first they are then made to wait until last).

The parents are the school's most valuable aid to behaviour modification and are asked to:

- Alert staff to difficulties at home which may be affecting a child's behaviour.
- Respond positively to children's efforts.
- Reinforce the efforts of the school to improve children's behaviour.

Key Tools to support behaviour management and PSE development

- SEMH.co.uk behaviour indicator tool is used to support children's personal and emotional development. It helps staff understand the needs being signalled by children's behaviours and gives staff targeted strategies to help children re-engage.

When a child's behaviour causes concern

- Discuss the issue with parents first.
- Discuss with whole staff and agree a strategy for school.
- Report to parents the school strategy and encourage parents to support the strategy at home.
- Review the strategy regularly and adjust as needed.
- Keep ongoing discussions with parents.

- Maintain an individual Behaviour Plan.
- If behaviour continues to give concern discuss with parents the possibility of requesting a visit by an outside agency.

A member of staff may shadow a child whose behaviour is a cause for concern.

If a child causes significant physical harm to a peer or a member of staff the nursery school will contact the child's parent for immediate collection.

Personal Space and Privacy

All children may expect that their 'personal space' and 'privacy' will be respected and may be left undisturbed and free from intrusion or public attention.

There will be occasions when it is necessary to invade the child's 'personal space' in order for that child to participate in an activity and learn to interact and make progress. It may also be necessary to invade their 'space' in order to protect them, other people or property.

Staff acknowledge that some children will be less tolerant to close physical contact, eye contact and positioning than others. These differences must be respected by staff, and children are taught this as well.

Dignity

Children will be treated with respect and dignity at all times and will be expected to treat others in the same way.

Physical Intervention

Some children will require 'positive handling techniques' to enable them to access the curriculum or to move around the school safely, and with dignity. These children may have an Individual Behaviour Plan describing when and how they should be handled.

If physical intervention is necessary, staff should remain calm, confident, reassure the child as appropriate, ask for assistance when necessary and record the incident. At all times staff should attempt to avoid physical intervention when isolated and without a witness to support and protect both the child and the staff member involved.

Incidents involving serious injury to staff should be recorded, as soon as possible, in the Staff Health and Safety Accident Book which is kept in the school office.

Medical Needs

Staff must be informed of any possible adverse effects of medication or allergies in order that the child's health and behaviour can be monitored. Parents are to be informed of any observable changes.

Code of Conduct

- Everyone should act with consideration at all times.
- Everyone should try to understand other people's point of view.
- Everyone should treat the school building and contents with respect.
- Everyone should behave in a safe manner within the school boundaries.
- Everyone should treat others with courtesy and respect.
- All adults in King's Lynn Nursery School should maintain confidentiality with regard to information concerning the children who attend the school.

- Children should not be discussed with anyone other than staff, parents and other involved professionals; not in front of the children themselves or in inappropriate places.

Anti-Bullying

Kings Lynn Nursery School believes that its children have the right to play and learn in a supportive, caring and safe environment. If behavioural expectations are consistent and reasonable boundaries are in place by caring and supportive practitioners, it can minimise the occurrence of bullying. It is important therefore that the Nursery has a clear written policy to promote this belief.

Bullying affects everyone, not just the bullies and the victims. No one person or group, whether staff or child, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities available at the Nursery.

Although bullying in the strongest context of the word does not generally occur at Kings Lynn Nursery School it is recognised by practitioners that preschool children are developing their personalities and friendships, as well as exploring boundaries and appropriate behaviour which can result in conflict and clashes of personality. Practitioners minimise occurrences by being observant and recognising that some children prefer the company of others and some don't.

If any level of bullying is suspected observed or reported, the matter will be taken seriously, dealt with promptly and all parties will be supported appropriately and fairly. This will involve working towards a shared understanding of the causes of the behaviour. Kings Lynn Nursery understands that all behaviour is a form of communication and should be recognised as such. Matters will be documented as necessary and reported to room leader/manager or/and parents if deemed necessary.

WHAT IS BULLYING?

Bullying is the intentional abuse of power by an individual or group with the intent of causing distress to another individual or group.

Bullying can occur through several types of anti-social behaviour. It can be:-

- PHYSICAL - child can be physically punched, kicked, hit, spat at, etc.
- VERBAL - Verbal abuse can take the form of name calling
- EMOTIONAL - A child can be bullied simply by being excluded from discussions/activities or play, with those they believe to be their friends.

AS A PARENT:

- a) Look for unusual behaviour in your children. For example, they may suddenly not wish to attend nursery or they may regularly say that they feel ill
- b) Always take an active role in your child's education. Enquire how their day has gone and who they have spent their time with
- c) If your child encounters any problems at the Nursery inform the staff. Your concern will be taken seriously and appropriate action will follow as soon as possible.

d) It is important that you advise your child not to fight back. It can make matters worse! Tell them to ask for help and to tell any adult as soon as possible so the incident can be dealt with effectively.

e) Try to ensure that your child maintains a positive image of themselves.

AS A NURSERY:

a) Provide an enabling and proactive environment in order to minimise opportunities for bullying

b) Use any opportunity to discuss the appropriate way to behave towards each other: group time, role play and small world, dolls, snack time etc.

c) Deal quickly, firmly and fairly with any concerns, involving parents where necessary in a positive and calm manner.

d) The Headteacher to review the Nursery Policy and its degree of success.

e) Do not use teaching materials or equipment which gives negative views of any group because of their ethnic origin, gender, etc.

f) Encourage children to discuss how they get on with other people and to form positive attitudes towards other people, exploring what friendship is.

g) Encourage children to treat everyone with respect.

ACTION TO BE TAKEN WHEN BULLYING IS SUSPECTED

We will support children by following the six steps of conflict resolution as follows:

- Approach calmly, stopping any harmful actions
- Acknowledge all children's feelings
- Gather information from all parties
- Restate the problem
- Ask for ideas and solutions and choose one together
 - Be prepared to give follow up support.

We will speak openly with parents/carers in order to formulate a mutual agreement regarding action to move the situation forwards in a way which meets individual needs. If necessary, outside agencies will be contacted in order to support the setting, child and parents/carers.

Signed ...David Marien Chair of Governors

Dated25 April 2024

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