



Behaviour & Anti-Bullying Policy

RIGHTS RESPECTING SCHOOL

This policy is in accordance with the 1989 United Nations Convention on the Rights of the Child (UNCRC)

- Article 3 - The best interest of the child must be a top priority in all decisions and actions that affect children.
- Article 28 - Every child has a right to an education. Discipline in school must respect children's dignity and their rights.

Rationale

At Selly Oak Nursery School we believe that the ethos of the School will influence the behaviour of our children. First and foremost we set high standards in the way we work. We have a mission statement to which we adhere. As a team we realise that the models of behaviour we exhibit will have a major impact on the ethos of the School. We must demonstrate effective relationships and respect for one another which, in turn, will create the kind of working environment which is so important.

Our belief is that children 'learn what they live'. Staff endeavour at all times to ensure firm but fair handling. Positive behaviour is highlighted and rewarded; negative behaviour is discussed and discouraged. Consistency in dealing with behaviour is a priority.

Context

We work to promote a well-educated, healthy, happy future for all by encouraging the following behaviours;

- Good listening
- Good sitting
- Cooperative play
- Consideration and care for each other
- Being polite at all times
- Respecting each other
- Caring for the learning environment.

Aims

To enable children to achieve their full potential by:

- **ACCEPTING** all pupils, their contributions and valuing them sincerely and unconditionally
- Paying individual **ATTENTION** to all children
- **APPRECIATING** children for their efforts (individual praise, group rewards)
- **AFFIRMING** for children that their thoughts and contributions are worthwhile
- Showing **AFFECTION** for children at all times.

Expectations

- This is our school and we look after it and the people inside it.
- We are considerate, caring and tolerant of each other.
- We treat others as we want them to treat us.
- We treat other peoples' property carefully.
- We accept responsibility for our own behaviour.

Objectives

Adults - teaching and non-teaching:

To

- provide a role model
- have high expectations of themselves and the children
- emphasise and reward positive behaviour
- respond to and deal with unacceptable behaviour in a firm and consistent manner
- involve and inform parents of all aspects of this policy

Pupils:

To

- understand that they are a valued part of the community
- understand their role
- discuss and share what constitutes acceptable behaviour.
- understand and know what is acceptable behaviour.
- be responsible for behaving in an appropriate manner

Behaviour within the School

In October of each school year, the children devise a set of group rules which becomes the "code of conduct" for the year. All parents have a copy and there is a constant display in the nursery. If children need to be disciplined, the code can be referred to daily and the child reminded of acceptable behaviour.

Rewards for Good Behaviour and Effort:

Good behaviour is rewarded with positive praise and examples of good behaviour are shared with other children throughout the nursery day. The group star certificate can recognise a child's positive behaviour.

Sanctions

Our aim is to be positive with the child at all times. Shouting, criticism, comparison or labelling of the child is not acceptable.

We do not use any form of corporal punishment. Sanctions may include:

- Talking to the child
- Verbal reminders
- Thinking / Cooling off time e.g. in outdoor play the child may need to sit out and reflect on their behaviour

Parents /carers are informed in order to support the child at home. Serious incidents should be referred to the SENCO/Head Teacher.

If the child's behaviour becomes increasingly unacceptable, the following procedures should follow:

1. Ignore for a short while and observe - as long as the child is of no danger to themselves or others.
2. Deal with an observed behaviour as promptly as possible by following the conflict resolution procedures:
 - Approach calmly
 - Acknowledge feelings
 - Gather information
 - Restate the problem
 - Ask for solutions and choose one together
 - Be prepared to give follow up support

We are responsible for all children in the nursery no matter which group. It is acceptable to intervene in any behaviour issues even if the child is not in group. It is courteous to discuss this with the group key worker at a convenient time

3. If unacceptable behaviour continues, the child should be referred to the SENCO and then the Head Teacher. Parents/carers are informed at this stage.
4. Information will be recorded on an initial concerns sheet for possible future referral if the child's behaviour consistently falls below the acceptable level. This must be shared with the key worker at the first opportunity. Collaborative work will ensure consistency of approach. Strategies are set up so that consistent handling can take place between home and school. Parents/carers are regularly communicated with regarding progress and improvements as well as problems.
5. At all times, liaison with parents/carers is vital. Care is taken to be sympathetic with parents, and ensure their support as far as possible.
6. If there is continued cause for concern, advice from outside agencies is sought. Detailed records outlining behavioural problems are maintained to assist in any diagnosis - an IBP may be appropriate at this stage.
7. If a child's behaviour has a serious effect on the safety of staff or other children it may be necessary to exclude the child from school whilst discussions regarding a positive solution take place.
8. The Headteacher has the power to exclude pupils either permanently or for a fixed period for persistent or serious misbehaviour. Parents will be informed in writing of any decision that is made to exclude their child including the relevant procedures, their right to representation etc.

Bullying

Anti-Bullying Statement

Selly Oak Nursery School will not tolerate any form of bullying. All behavioural problems are dealt with as a whole school.

Bullying can be physical and mental. It can take many forms such as:-

Teasing, name calling, thumping, pushing, tripping, kicking, ignoring, hair pulling, threatening, biting, any other form of behaviour designed to make someone frightened or upset.

Usually parents inform the Nursery that their child is worried or frightened of someone. A child may tell a member of staff or a member of staff witnesses an incident. Any incidents of bullying reported will be fully investigated.

Firstly we ensure that all staff are aware of the problem.

Detailed observations are taken and all staff are requested to monitor the particular child/children involved.

We bring together the bully and the victim with their parent's knowledge to discuss the whole issue.

Agreed by the Governing Body on:

Signed: (Chair of the Governing Body)

Review date: