

## BEHAVIOUR POLICY

(Please read in conjunction with the anti-bullying policy)

### Policy Statement

At Vishenka we believe good behaviour in all aspects of nursery life is the key to excellent education. Our nursery community works to create and maintain a welcoming, calm, supportive and safe learning environment in which every child and adult alike, feels valued, safe and motivated to work. We aim to promote positive attitudes in our children, creating an environment in which good behaviour and good manners are expected from all within a climate of trust and mutual respect.

We aim to achieve this through a partnership between children, parents and staff, who are all taking responsibility for their actions and modeling clear expectations to each other.

All staff at Vishenka should read this Behaviour Policy, as it plays an important role in safeguarding children. Consistency of approach which ensures that staff follow through on any incident results in the best attitudes from the children. An overview of this policy is also explained during staff safeguarding inductions.

### Consistency

Nursery rules set out our expectations of all members of the nursery community to ensure an inclusive and fair environment. **Our aim is to achieve uniformity, and consistency of response to behaviour by teachers and teaching assistants.** Just as children learn from clear and structured feedback how to develop strengths or improve their work, they will learn to build upon, or modify behaviour in the same way. Accordingly, with a consistent approach which is understood by the children, issues become depersonalised. The conduct itself, and its effects, are scrutinised, rather than the child stigmatised. Actions will elicit an expected range of responses from the teacher or teaching assistant, and a reward or sanction as appropriate.

Consistency of response in the management of behaviour is achieved through:

- Staff training, support and development
- The induction of new staff
- Monitoring of consistency in behaviour management by the Headteacher, in particular by regular updates during weekly staff meetings
- Monitoring of logs of administration of disciplinary sanctions

Whilst there should be a consistency of response to both positive and negative behaviour, we recognise that children with specific learning and/or social difficulties may have some difficulty processing instructions and expectations which often have to be delivered at speed in a nursery situation. Teachers are expected to modify the way they manage these children, adapting instructions and expectations in much the same way they would differentiate their teaching to accommodate all children. This policy is

a guideline and in all circumstances staff should take into account the character of the child. Any form of bullying, discriminatory behaviour or aggressive physicality will not be tolerated from any member of our school community.

## Objectives

In implementing the principles of our Behaviour Policy, our objectives are to:

- Produce a set of principles for dealing with behaviour which is familiar to, and accessible to, all members of the Nursery community: children, parents and teachers, with adjustments made for the age, needs and understanding of the children.
- Make those principles consistent with our pedagogic beliefs and practice.
- Foster a caring, thoughtful atmosphere where all children have access to learning and no child's access is impeded by the actions of others, at the same time promoting a sensitivity to the feelings and needs of others.
- Develop in the children a strong sense of right and wrong, help them to understand that they have choices about how to behave and help them develop the strategies to make appropriate choices independently.
- Encourage children to accept responsibility for their behaviour.
- Encourage children to consider the views and feelings, needs and rights, of others and the impact that their behaviour has on people, places and objects.
- Ensure that other children are able to develop strategies to cope, when they observe or are involved in situations where another child is behaving inappropriately.
- Encourage children to bring any behaviour issues to the attention of an adult who will then deal with it appropriately.
- Promote high standards by modelling positive behaviours at all times. Children learn by watching and observing our thoughts and actions.
- Encourage high standards of learning and behaviour by emphasising praise and positive reinforcement.
- Support colleagues in their management of the children, whether or not those teachers find behaviour management difficult.
- Set a good example to other teachers through our consistent and fair application of high standards.
- Ensure that teachers are consistent in their dealings with the children so that children know that our high expectations are uniformly applied.
- To make it clear that ensuring good conduct is every teacher's responsibility.

## The Golden Rules

At Vishenka we seek to develop a strong moral ethos by instilling personal and collective values that are summed up in our Golden Rules. Our Golden Rules, which form the centerpiece to our behaviour policy are listed below. These are on display around the Nursery. The rules are regularly referred to

throughout the school day as children move around the building and are discussed during our weekly PHSE class sessions when certificates are distributed based on one selected Golden Rule per week. This supports the children's understanding of good behaviour.

- We show respect to adults and peers at all times.
- We are kind.
- We are helpful.
- We listen carefully when other people are talking.
- We are honest and always tell the truth.
- We work hard and do our best.

### **Basic courtesies - positive attitudes to be displayed by pupils**

In addition to our Golden Rules, Vishenka has a set of practical rules that children should follow at all times. These provide a clear and simple guideline so that all children can make themselves aware of the standards of behaviour expected at Vishenka. These basic courtesies are on display in the Nursery and discussed with the teacher at the beginning of term and whenever needed. Nursery Practitioners should regularly revisit the Golden Rules and basic courtesies to ensure that every child is clear about our expectations.

- Follow instructions.
- Listen attentively and look at someone in the eye when talking to them.
- Sit on your seats and ask for permission to leave your seats.
- Put your hands up to ask a question.
- Walk quietly through nursery, never run.
- Enter and leave the nursery quietly.
- Look after resources and keep your place clean and tidy.
- Arrive for lessons on time.
- Do your homework on time.

## **REWARDS AND SANCTIONS**

An essential part of our education is for the child to recognise that there are consequences, for good and bad behaviour, both for themselves and those affected by it. Staff should at all times strive to apply rewards and sanctions fairly and consistently. Rewards are used to motivate children to achieve their best. Sanctions are designed to be corrective and instructive, never vindictive. Corporal punishment is totally unacceptable in any form and is not used by any staff at Vishenka.

## **Behaviour Chart**

Vishenka nursery has a behaviour chart with a traffic light system. The chart involves visually tracking the actions of pupils in a class during the day, with incentives for good behaviour and penalties for poor behaviour. They enable staff members to see at a glance who has behaved poorly on that day.

Children will have an increased awareness of their behaviour and the possible consequences of their actions if they can physically see them in chart form. If a child reaches the top of the chart, he/ she earns a House Point. Conversely if a child is moved down to the red/ storm, he/she will lose a House Point.

#### Rewards:

- **Using praise to influence behaviour:** LPEBL believes that children respond best to praise and encouragement. We must try to find every opportunity to praise children when they are showing appropriate behaviour. When used at the appropriate time and for the appropriate reasons, praise can make a significant difference to enhancing children's behaviour. Equally, overuse of praise can result in children not responding effectively. Whenever possible, teachers are requested to use a positive vocabulary to encourage children and promote good behaviour. Children who regularly follow the rules should be noticed, praised and rewarded
- **House Points:** Each pupil becomes member of a 'House' when he joins the school. Pupils gain House Points in the classroom for good individual pieces of work. House Points may be awarded for other reasons in order to promote good manners and excellence in all areas of school life: House Points are earned each time a child reaches the top of the behaviour chart. House Points are earned individually and marked on the House Point chart in each classroom. House Points are added up weekly by each class prefect and go towards the 'House' competition. At the end of term, a trophy is awarded to the winning 'House'.
- **Certificates:** One certificate per class is given every week during PHSE sessions based on one of our Golden Rules. This is mentioned in the weekly Newsletter.
- **Shows:** An outstanding piece of work may be awarded a show, which means that the piece of work is taken to the Headteacher after lunch on Friday.

#### Sanctions:

- **Immediate verbal warning:** the first step when disciplining any child should be a 'stern word'. The teacher should notify the mistake to the child individually and ask the child to apologise if necessary.
- **Discussion with teacher:** The teacher may want to discuss the behaviour with the child during the next break. When asking the child to reflect upon their action, they can ask these types of questions:
  - What happened?
  - What were you thinking about at the time?
  - What have you thought about since the incident?
  - Who do you think has been affected by your actions?
  - How have they been affected?
  - What do you need to do or say to fix things?
  - How can we make sure this does not happen again?
  - What can we do to help you?

The aim is to encourage reflection around those with a view to engineering change in thinking and doing.

- **Going down the Behaviour Chart:** this is intended for repeat offences involving minor breaches of discipline/nursery rules.
- **Removal of House Points:** if a child reaches the bottom of the behaviour chart, he/ she will lose a House Point.
- **Sit downs** (the loss of free time usually break time): can be awarded for poor behaviour, usually in the classroom, be it for one or more children, or indeed the whole group. Sit downs are also used as an opportunity for a child to catch up or redo work that is below the expected standard.
- **Removal from class:** If a child's behaviour is disruptive to the class, the teacher may decide to send the child out of the classroom to sit in another classroom or to sit in the headteachers's office. A child will complete a reflective piece of writing outlining the reason for the sanction and what steps can be taken to help avoid getting one again. Once this is completed a standardised piece of literature will be copied out for the remaining time.
- **Involvement of Parents:** In the event of repeated or serious misbehavior, the child will be called in the Headteacher's office, their names will be recorded in the **Nursery Discipline record** and an email sent to their parents. The Headteacher may decide to arrange a meeting with the parents.
- **Exclusion:** In extreme circumstances a child may be excluded, either temporarily or permanently, at the discretion of the Headteacher and after consultation with the parents concerned. Examples of behaviour leading to exclusion include: repetitive bullying, racism, violent behaviour or theft. In all cases parents will be contacted beforehand and the situation will be discussed with them before final decisions are made. The parents of a permanently excluded child have the right to appeal to the headteacher. In the rare case of an exclusion from the school the headteacher will endeavour to make sure a smooth transition to another nursery takes place. She will contact the future nursery and make sure they understand all the relevant information about the child.

### Underlying consideration

When applying the principles of our Behaviour Policy, the Nursery acknowledges its legal duties, in respect of the [Children Act 1989](#), [Equality Act 2010](#) and Special Needs requirements, to:

- Reject any form of corporal punishment, including the threat of corporal punishment. Furthermore, children should not be subjected to sanctions that may adversely affect their well-being
- Work in partnership with parents to ensure that:
  - they are kept informed about disciplinary issues and rewards for good behaviour relating to their child.
  - they can work together with the school to achieve improvements in their child's behaviour when expected standards are not met.
- Ensure the safeguarding of and respect for children with SEND



- Make reasonable adjustments in behaviour management in respect of the understanding and capabilities of children with SEND
- Ensure any sanction does not breach any other legislation and is reasonable in all the circumstances
- Consider whether the behaviour is related to a potential safeguarding issue that may result in significant harm to the child. In such a situation, the nursery will make reference to the Safeguarding Policy
- Consider if behaviour issues are the consequence of an unmet educational or other need, requiring a behaviour review or possible multi-agency or specialist assessment, with reference to the SEN policy.

### **Information sharing and parent involvement**

Vishenka Nursery sees information gathering, and sharing, as key components in successful, joined-up behaviour management. Nursery Practitioners are expected to record repeating incidents in the **Class Behaviour Book** and to disseminate this evidence to the people closely involved with a child, including reporting speedily and effectively to parents where appropriate and to other staff members during weekly staff meetings (or sooner if necessary). Repeated or serious misbehaviour should be recorded in the **Nursery Discipline record**. All nursery practitioners and teaching assistants have a vital role to play in promoting good information sharing. We work in partnership with parents to ensure that they are kept informed about disciplinary issues and rewards for good behaviour relating to their child, so that they can work together with the nursery to achieve improvements in their child's behaviour when expected standards are not met. Last but not least, children should be encouraged to bring any behaviour issues to the attention of an adult who will then deal with it appropriately.

## Conclusion

The following summarises the roles and responsibilities of each member of our nursery community in ensuring that this Behaviour Policy is implemented at all times during the school day.

### **All Adults:**

- To provide a positive role model;
- To have high expectations of themselves and the children;
- To emphasise and reward positive behaviour;
- To respond to, and deal with, unacceptable behaviour in a firm and consistent manner;
- To involve and inform other adults of all aspects of this policy;
- To deal with issues, concerns and complaints regarding behaviour in an appropriate fashion.

### **All Children:**

- To understand that they are a valued part of the community;
- To understand their roles and responsibilities in terms of behaviour;
- To discuss and share what constitutes acceptable behaviour e.g. PSHE sessions and assemblies;
- To understand and know what acceptable behaviour is;
- To be responsible for behaving in an appropriate manner;
- To bring any behaviour issues to the attention of an adult who will then deal with it appropriately.