

Our Lady Star of the Sea Catholic Nursery Behaviour Policy

Mission Statement

"You are precious in my eyes" - Isaiah 43

- *Our Lady Star of the Sea Catholic Nursery is committed to the widest and fullest education of all pupils in a partnership between home, nursery, parish and community.*
- *Our nursery aims to create a happy, ordered environment where all members feel secure, valued and respect each other.*
- *Our nursery aims to be a positive force within the Catholic Church inspired by the life of Christ in the Gospels*

Statement of intent

Our Lady Star of the Sea Nursery believes that children flourish best when their personal, social and emotional needs are met and where there are clear and developmentally appropriate expectations for their behaviour.

Aims of the policy

We aim to promote positive behaviour throughout our nursery by helping the children understand and respect the needs and rights of others. We do this by:

- The active nurturing of personal, social and emotional development. This is at the core of the Early Years Foundation Stage (2021)- *Prime Area*
- Working in partnership with parents/carers in supporting children in this area of learning and development.
- Recognising all children, staff and parents have an entitlement to be in an environment in which they feel safe and cared for.
- Acknowledging children have an entitlement to consistency from all staff in promoting positive behaviour.
- Staff working in partnership with other agencies where appropriate.

Expectations

Expectations relating to behaviour within the nursery include strategies for support, and how they will be role modeled, ensuring expectations are developmentally appropriate. We do this by:

- Praising and rewarding positive behaviour.
- Adults role modeling positive behaviour.
- Teaching routines for certain activities e.g. story time, meal times, tidying up, sharing toys etc.
- Prompting children to follow expectations and gradually reducing prompts.
- Using stories and songs as a strategy for encouraging/supporting positive behaviour.
- Continually reflecting on the effectiveness of provision in nurturing positive behaviour e.g. are there enough resources, layout of the environment.

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Positive strategies for negative behaviour

Staff, volunteers and students use positive strategies for handling any inconsiderate behavior by helping children find solutions in ways which are appropriate for the children's ages and stages of development. Such solutions might include negotiation, intervention, diversion and distraction.

- We positively affirm considerate behaviour such as kindness and willingness to share.
- We support each child in developing positive self-esteem, confidence and feelings of competence.
- We support each child in developing a sense of belonging, so that everyone feels valued and welcome.
- When children behave in inconsiderate ways staff help them to understand the outcomes of their action and support them in learning how to cope more appropriately.
- We use physical intervention such as removal or restraint **only as a last resort, and only to prevent injury to themselves, other children or adults**. Details of such an event (what happened, what action was taken and by whom, and the names of witnesses) are brought to the attention of the nursery supervisor. An incident sheet is completed and stored in the appropriate file in the nursery office. The child's parent is informed on the same day, or the earliest possible opportunity.
- In cases of serious unacceptable behaviour, such as assault, racial or other abuse, staff will immediately make clear the unacceptability of the behaviour and attitudes, by means of explanations rather than personal blame. Any issues arising will be discussed immediately with the child's parents.
- We aim to be calm, patient and consistent when responding to children's inconsiderate behaviour.
- We employ the six practical steps for Conflict Resolution to support the children to learn general skills of resolving problems. (See Conflict Resolution handout).

Partnership with parents/carers

If a child has a pattern of behaviour that causes concern, we believe to be really successful in promoting positive behaviour nursery and parents/carers must work in partnership.

Nursery will contact parents and work together to plan support for their child's development. Parents are invited to contact nursery at any time if they have any concerns or worries relating to their children's development in the area of personal, social and emotional development.

Communication

Nursery's policy is communicated to:

- **Children**- expectations for behaviour is agreed with the children in a manner appropriate to their stage of development and which is regularly discussed either individually or at group times.
- **Staff**- as part of induction programme for all new staff and as part of ongoing professional development, and when reviewing this policy.

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- **Parents/Carers**- as part of documentation for parents/carers of children joining the setting. A copy of the policy is available to parents/carers on our website <http://www.ourladystarofthesea.lancs.sch.uk>

Exclusions

Nursery will always keep parents/carers informed about behaviour management issues relating to their child, and attempt to work with them to tackle the causes of disruptive or negative behaviour. However, there may be occasions when such strategies alone will not alter or prevent inappropriate behaviour. In such cases further action will be necessary, including reviewing a child's place at nursery, on either a temporary or permanent basis.

This section outlines the consequences for children which display persistent, irresolvable and unacceptable behaviour.

- Our Lady Star the Sea Nursery is committed to dealing with negative behaviour in a non-confrontational and constructive manner. Wherever possible, disruptive or challenging behaviour will be tackled collectively between staff, children and parents, but in the event of an extremely serious or dangerous incident, the nursery has the right to temporarily or permanently exclude a child.
- Staff will liaise with the Nursery Supervisor/Management Committee as early as possible if they believe that a child's behaviour is in danger of warranting exclusion.
- Children will only be excluded as a last resort, when there is no alternative action that could be taken, or when it is felt that other children and/or staff are potentially at risk.
- In the event of an extremely serious or dangerous incident a child will be excluded from the nursery with immediate effect. In such circumstances, the child's parent/carer will be contacted immediately and asked to collect their child.
- Any exclusion will be consistent, fair and proportionate to the behaviour concerned. In addition, consideration will be given to the child's age and maturity, as well as any other relevant information about the child and their situation.
- After an immediate exclusion has taken place, the Nursery Supervisor will arrange a meeting with the parents/carers to discuss the incident and decide if it will be possible for them to return to nursery.
- When exclusion is over and before a child is allowed to return to the nursery, there will be a discussion between staff, and the parent/carers, setting out the conditions of their return to ensure a successful reintroduction.

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Monitoring and evaluation of the policy and procedures for promoting positive behaviour

Nursery will keep this policy and procedure under review and will amend or change them in the light of reflection or any feedback through ongoing monitoring and evaluation. Individual and whole staff group will attend training were appropriate.

Monitoring and evaluation will be:

- Through ongoing observations of groups and individuals.
- Through analysis of the use of praise and sanctions.
- Through responses from parents/carers and other members of the local community.

Designated person responsible for behaviour management issues: Barbara Draper

Signature of Nursery Supervisor:

Date: