

Positive Behaviour and Anti-Bullying Policy

We are proud of the quality of relationships, which exist at Freshfield Nursery School. Whilst we acknowledge the policy adopted by Stockport Local Authority we feel it's more appropriate for a Nursery to focus on positive behaviour.

We believe that children flourish best when they know how they are expected to behave. Children gain respect through interaction with caring adults who show them respect and value their individual personalities. Positive, caring and polite behaviour will be encouraged and praised at all times in an environment where children learn to respect themselves, other people and their surroundings.

We acknowledge parent's attitudes/values about their children's behaviour and would seek at all times to working in partnership with them to promote positive behaviour.

In considering how we support, encourage and develop positive behaviour in our young children, the staff team have identified the following aspects of our practice, which were felt to be essential:

- a) Kind, caring attitudes towards children and adults who are caring and respectful to individual needs
- b) Staff working together through good communication, to provide consistency in approach and attitude
- c) Provision of good role models, showing respect for children, parents/carers and each other
- d) Through involvement of children in discussion about 'why' i.e. why it important to behave in certain ways, and therefore developing in children an awareness of what is acceptable behaviour
- e) Structuring and organising the environment in such a way as to promote positive behaviour
- f) Provision of appropriate play opportunities where children are able to play at their developmental level, and with activities that actually engage children through their interests and enjoyment
- g) Fostering self-esteem and self-discipline through the use of genuine praise, respect and valuing of children's efforts
- h) Listening to children and encouraging them to explore and understand their own feelings and those of others
- i) Keeping 'rules' to a minimum. These rules will, in the main part, be linked to health and safety issues i.e. walk inside the building, have kind hands and feet, only climb on the climbing equipment outside
- j) Recognise the individuality of all our children
- k) Encourage children to participate in a wide range of group activities to enable them to develop their social skills
- l) Work in partnership with parents and carers by communicating openly

- m) Promote non-violence and encourage the children to deal with conflict peaceably
- n) Provide a group leader system which enables staff to build a strong and positive relationship with children and their families.

We recognise that codes for interacting with other people vary between cultures, staff are required to be aware of this and respect those used by members of the Nursery community. It is important to acknowledge when a child is feeling angry or upset and that it is the behaviour we are rejecting, not the child.

Children need to have set boundaries of behaviour for their own safety and the safety of their peers. Within Nursery we aim to set these boundaries in a way which helps the child to develop a sense of the significance of their own behaviour, both in their own environment and those around them. Restrictions on the child's natural desire to explore and develop their own ideas and concepts are kept to a minimum.

We recognise that varying behaviours needs to be dealt with in a fair, firm and consistent manner and for this reason we have begun to implement a Restorative Approach.

Three Principles of the Restorative Approaches:

- Those who have done harm face up to those who they have harmed.
- Those who have been harmed have a say in how that harm is repaired
- To enable those who have done harm to make amends and ultimately to recognise the feeling of others.

Staff at Freshfield Nursery School support children to achieve this by using the same script following any incidents involving more than one child:

- What happened? (this replaces asking why a child did something)
- How did/do you feel?
- How can we make it better/What do you need?

All children involved are supported to talk through and staff model language where appropriate. The development of emotional literacy is vital in ensuring the success of using the restorative approach.

When children behave in unacceptable ways:

- Physical punishment such as smacking or shaking will be neither used nor threatened.
- Children will not be singled out or humiliated in any way. Staff will redirect the children towards alternative activities. Discussions with children will take place respecting their level of understanding and maturity.

- Staff will not raise their voices in a threatening way and will remain calm.
- Parents/carers will be informed if their child is has been involved in or has been upset because of any significant incident. In all cases inappropriate behaviour will be dealt with in the Nursery at the time.
- If a child requires help to develop positive behaviour, every effort will be made to provide for their needs.
- Through partnership with parents/carers and formal observations, staff will make every effort to identify any behavioural concerns and causes of that behaviour.
- Children will be distracted from the negative situation and supported into a different activity or environment for their own well-being and that of others in the group.

Children may:

- receive a verbal reprimand
- be directed on to an appropriate activity
- be moved from a particular situation

Children's behaviour may be monitored and specific problems addressed when appropriate. This may involve drawing up an Individual Plan and may also require the involvement of other agencies e.g. Educational Psychologist and Behaviour Support Team. Parents/carers will be alerted to any significant issues and will be involved in working together with staff to bring about the desired changes in behaviour.

Anti-Bullying

Children need their own time and space. It is not always appropriate to expect a child to share and it is important to acknowledge children's feelings and to help them understand how others might be feeling.

Children must be encouraged to recognise that bullying, fighting, hurting and discriminatory comments are not acceptable behaviour. We want children to recognise that certain actions are right and that others are wrong.

Bullying takes many forms. It can be physical, verbal or emotional, but it is always a repeated behaviour that makes other people feel uncomfortable or threatened.

Any form of bullying, including cyber bullying is unacceptable and will be dealt with immediately. Nursery staff follow the guidelines below to enable them to deal with challenging behaviour:

- Staff are encouraged to ensure that all children feel safe, happy and secure
- Staff are encouraged to recognise that active physical play in the early years is part of the child's development and that it should be channelled in a positive way

- Children need to be helped to understand that using aggression to get things is inappropriate and will be encouraged to resolve problems in other ways
- Our staff are encouraged to adopt a policy of intervention when they think a child is being bullied, however mild or 'harmless' it may seem
- The staff are ready to intervene in games and activities with children, when they feel play has become aggressive, both indoors or out
- Any instance of bullying will be discussed fully with the parents/carers of all involved, to establish a consistent resolution to the behaviour
- If any parent has a concern about their child, a member of staff will be available to discuss those concerns. It is only by co-operation that we can ensure our children feel confident and secure in their environment, both at home and in the Nursery.

By positively promoting positive behaviour and valuing co-operation and a caring attitude we hope to ensure that children will develop as responsible members of society.

Aggressive dominant behaviour towards children by other children will be monitored and addressed accordingly.

Incidents of 'bullying' will be recorded on Form 1A (Bullying Incident Report Form) and reported to the Governing Board in line with the SMBC policy. A written record of any incidents will be kept, monitored and reviewed regularly.

Links to other policies, procedures & guidance:	
<ul style="list-style-type: none"> • Safeguarding • Care and Control Policy 	
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