Nursery Behaviour Policy

Schools have a duty to try to remove any factor that might represent a hindrance to a child's fulfilment. We want all pupils to willingly engage in learning in a safe and welcoming environment. Inclusivity and hospitality should be hallmarks of Church of England schools: every child should be revered and respected as a member of a community where all are known and loved by God.
Valuing All God's Children, 2017

Aims

At St Michael's Nursery our aim is that every member of our Nursery community feels valued and respected, and that each person is treated fairly and with respect. We are a caring and inclusive church school, whose values are built on Christian belief, mutual trust and respect for all.

Our core Christian values are:

- Kindness
- Service
- Joyfulness
- Perseverance
- Courage
- Respect

These values are at the center of our Nursery behavior policy which aims to support the whole school in living and working together harmoniously in a Christian environment.

Expectations for Children are:

- To work to the best of their abilities and allow others to do the same
- To demonstrate a thirst for learning and **perseverance** in the face of challenges
- To treat others with **respect** and **kindness** showing tolerance
- To follow the instructions given by school staff and understand the need for the rule of law
- To have the **courage** to do the right thing and not the easy thing
- To take care of property and the environment in and out of school **(Service)**
- To cooperate with other children and adults (**Service)**
- To show forgiveness
- To celebrate their own achievements and be **joyful** in the success of others

Expectations for Nursery staff, parents and carers:

- Act as role models for pupils maintaining the very highest standards
- Maintain a calm and purposeful learning climate
- Show respect and build positive relationships with pupils, families and the school community

- Promote personal responsibility and self- management, encourage and support pupils to be assertive but to disagree well
- Be consistent with expectations around behavior and conduct
- Investigate all incidents fully giving all parties equal opportunity to have their say
- Be fair
- Apply a positive approach to behavior management
- Intervene in a timely way
- Acknowledge and praise pupils when they have tried their best
- Proactively diffuse situations and give children an option of "time out" within the classroom instead of accruing sanctions quickly in a confrontational situation.
- Remember that all behaviour is a reaction to an emotion and help the child find strategies to modify their behaviour and take pre-emptive action when necessary.
- Challenge stereotypes

Class Risk Assessment

As new children start, they will work together with staff to think of objects within the nursery setting (indoors and Outdoors) that could cause harm and how this might happen. The children will be encouraged to think of ways that could prevent harm. These will form our nursery rules.

Every Day Positivity

Before each session of learning children will be shown and reminded of 'Being Learning Ready' with the green colour monster. They will be reminded of how to get themselves into that calm space ready to learn.

Rewards

Rewards A significant part of promoting the right learning culture to pupils are the incentives used to reward positive conduct. All children, whatever their ability or background have an equal opportunity to be rewarded for their efforts. Rewards are categorised as follows:

Stickers

As an immediate reward to children, stickers are given for good work, behaviour, attitude or improvement.

Gold Star

As an immediate reward for a WOW moment names are placed on the Gold Star and a gold star sticker given

Seesaw

Wow moments are uploaded onto Seesaw so that parents have an immediate notification of these moments.

Head Teacher's Awards

Each Friday Headteacher Awards are given out in Nursery by the Nursery Staff in the form of a sticker and a certificate to children nominated by their class teacher. This could be for good work, behaviour, attitude, or improvement. It is an opportunity to rejoice in the achievements of individual pupils. Where families have agreed to the use of Seesaw, images and videos of children receiving their awards will be uploaded for them to enjoy.

Value Stickers

In Nursery Christian value stickers are given and placed next to the child's name on the whole class chart. These stickers are celebrated with the whole class.

Sanctions

An integral part of the Nursery's behaviour system is the traffic light tool these stages will be displayed in nursery in an interactive way where the children's names can be moved. Pupils start each session (am and pm) on Green reflecting our commitment to forgiveness and a clean slate.

We strive to equip pupils with the skills and strategies which will enable them to make good choices throughout the nursery day. If, however, choices and or conduct fall below the expected standards the nursery's agreed policy for sanctions will be followed. This is a consistent approach applied fairly across the nursery.

At the beginning of each session each child's name is placed on the Green light. If a child breaks a classroom rule, and has received a warning their name will be moved to the orange light, Should the child continue then their name will be moved to the Red light. Escalation of sanctions will be:

1. Time out during Child Initiated time using a 3 minute timer. Children will be encouraged to have time out in our calm area.
2. If unacceptable behaviour occurs regularly an informal chat will take place with parents face to face or by phone.A behaviour chart or specific behaviour management strategy will be implemented. Records of discussions and strategies used will be kept.
3. If behaviour management strategies are not having a positive impact the Nursery Manager will have a discussion with SLT who will advise next steps. The Nursery Manager will arrange a formal meeting with parents to discuss further strategies to overcome behaviour problems. Continue to keep records.
4. If unacceptable behaviour continues a discussion will be had with the Headteacher who will send a letter to parents inviting them to discuss their child's behaviour and a behaviour plan agreed between parents and nursery.
5. Fixed period exclusion
6. Exclusion

Serious Incidents

We consider the following to be serious breaches of the policy and they will therefore be subject to more serious sanctions. The behaviors must be dealt with by a member of SLT. Parents will always be contacted about these incidents.

Example incidents/behaviors include but are not limited to:

- Racism
- Homophobic, biphobic and transphobic language/attitudes
- Inappropriate Sexual language/behaviour

The incidents above are all logged. In some cases, school may need to contact other agencies (e.g. social care, police)

- Bullying (See Anti-Bullying Policy)
- Stealing
- Aggressive/violence fighting
- Spitting and biting, taking into account the age of the child
- Throwing of objects where safety is compromised
- Leaving the school site without permission
- Ongoing or repeated defiance towards a member
- Violent behaviour, including hitting out at adults
- Swearing/offensive language towards adults
- Bringing a weapon into school
- Using a dangerous weapon against another person (e.g. scissors, knife)
- Bringing other prohibited items into school (e.g. lighters, fireworks, bangers)
- Serious vandalism

Depending on the severity of each incident, the school's exclusion policy may be used to determine whether or not an exclusion is appropriate.

Discipline beyond the nursery gate

The nursery's aim is to instill its core Christian values as the t-shirt that the child never takes off. Therefore, where appropriate, the nursery will impose a sanction in any case where misbehavior and or bullying occurs outside of nursery, including when the child is:

· taking part in any activity or visit organized by nursery
· travelling to or from nursery
· wearing the nursery uniform
· in some other way identifiable as a pupil at the nursery.

E Safety

The nursery monitors the children's activity and use of the internet whilst in nursery. Children agree to the Acceptable Use Policy and are expected to adhere to the policy. In cases whereby children do not abide by the Acceptable Use Policy their activity will be logged. Children will be spoken to about any violations and parents will be informed. Depending on the severity of the breach, internet access may be limited or given with supervision only.

Staff Development and Support

As part of the school induction process new staff will be signposted to the Behaviour Policy. Nursery staff showing a need for development of behaviour management skills will be supported through CPD.

Physical Restraint

There may be occasions where the behaviour of an individual means that staff need to intervene physically in order to control or restrain pupils. In accordance with DfE guidance, Restrictive interventions, including the use of reasonable force, in schools (effective from 1 April 2026)

All staff must use their professional judgement when considering a physical intervention and this should only be applied as a last resort. Circumstances where intervention might be deemed appropriate include:

- To prevent pupils from hurting themselves or others
- To prevent pupils from damaging property
- To prevent pupils from causing disorder

All staff receive awareness training and individual training is provided for staff in specific roles within nursery.

Physical intervention will never be used as a punishment. Where physical intervention has been necessary, the 'Record of physical intervention' form will be completed and parents will be notified on that day unless to do so would pose a safeguarding risk as per the school's Physical Intervention policy.

Policy adopted by the Governing body on: May 2026
To be reviewed on: May 2029

Signed: _____Chair of Governors