



Hollywood Park
Nursery School
Positive Behaviour and
Anti-Bullying Policy

February 2020



Hollywood Park Nursery School Positive Behaviour and Anti-Bullying Policy

We are proud of the quality of relationships, which exist at Hollywood Park 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.

At Hollywood Park Nursery School, we promote positive behaviour and relationships. In our curriculum for the Early Years Foundation Stage, the themes of "Positive Relationships" and "Enabling Environments" both describe the security children get from building a strong relationship with a key person. They also point to the importance of a warm emotional climate where children are treated as individuals and all staff get to know them as the unique people they are. We place a high priority on routines which allow time to share ideas, thoughts and feelings with children and their families.

We believe that all children can learn how to treat others with care and consideration. We want all of our children to have self-respect and have growing self-esteem. We promote consideration and empathy for others. We encourage the children to develop the social skills of negotiation and problem solving.

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

Our staff have realistic expectations of the children and know that they are learning about how to behave towards others, so at times may be unkind and hurt others as they play. Our role as adults is to be helpful guides to all of our children.

We aim for our children to:

- Show care and concern for themselves and others.
- Develop a sense of self-discipline and independence.
- Become aware of the impact of their actions.

We believe children gain security from clear boundaries so we have a simple set of rules:

- a) We share and take turns when there is not enough for everyone*
- b) We are kind to each other and treat everyone with care to ensure everyone is happy and safe*
- c) We listen to each other and work together to solve problems*
- d) We look after our Nursery and help to tidy up*

Staff support the children to learn what these rules mean in action. We let children know we have noticed them being kind or helpful towards another child or adult. We encourage children's efforts, helping them when it might feel hard to do the 'right' thing. We show the children what we want from them by setting a good example in our own behaviour. We recognize our responsibility to organize the environment so that it is easier for young children to be patient or to take turns.

The Staff will:

- ✚ Create a happy and safe environment based on caring relationships.
- ✚ Listen to children. If our children say something is not fair, they may have a point. We may not be able to do what they prefer, but we ensure there are no injustices and that children are helped to understand that everyone has different needs.
- ✚ Encourage cooperation and the valuing of all members of our community. Consult with families and work in partnership to share approaches and concerns.
- ✚ Be aware there is often an underlying reason for inappropriate behaviour. Understand that all behaviour is communication, so think about what the child is telling us by the way they respond.
- ✚ Make sure the child knows it is their inappropriate behaviour which is not acceptable, not themselves as a person. Only use behaviours ourselves which we would like to see from the children. Our staff do not use our voices (shouting or intimidation) or physical power to make children comply. We believe this sets a negative example for children. We work together as a team to think about strategies which work for individual children. We share our strategies to ensure a consistency of approach.

✚ Always be open to learning. Different children make us think about our work in different ways. We will be honest with each other if we find a particular behaviour challenging and we are unsure how to respond. We recognise that codes for interacting with other people vary between cultures. Staff are required to be aware of this and respect all cultural differences within the Nursery community. It is important to acknowledge that when a child is feeling angry or upset, 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 for themselves and for 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 difficult behaviour 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 Approach:

- 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 Hollywood Park 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 in an incident are supported to talk about it. Staff will model language where appropriate. The development of emotional literacy is vital in ensuring the successful use of a 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 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. Children 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, whether indoors or outside
- 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:

- Safeguarding
- Care and Control Policy

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Approved

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Where Agreed

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committee meeting

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