

**Emneth Federation**  
Nursery School and Day-Care Provision



**BEHAVIOUR POLICY**

At Emneth Nursery School we are committed to ensuring that children are safe and feel safe; a key aspect of this is to promote good behaviour. Through a positive approach to promoting good behaviour, co-operation and a caring attitude, we hope to ensure that children will develop a strong sense of esteem, empathy and respect for themselves and other people.

Bullying will not be tolerated at Emneth Nursery and any instances of bullying by children or adults including; racism, sexism, bullying based on sexual orientation including homophobia and transphobia or based on learning abilities, sensory or physical impairment, social class, faith, non-faith or lifestyle will be challenged. High quality, ongoing staff development develops essential understanding of child development to guide our expectations of children's behaviour.

Behaviour is also about developing emotional literacy so that children are able to explore and acknowledge their own feelings and find appropriate ways to express them. Appropriate behaviour enables individuals to become good citizens and good learners.

Good behaviour is the responsibility of everyone including; staff, children, Parents / carers, families and visitors. We are all expected to be:

- Courteous and respectful to others
- Caring of the nursery environment and each other's work
- To value everyone regardless of whether or not they have a disability, whatever their ethnicity, culture, religious affiliation, national origin or national status, whatever their gender and gender identity and whatever their sexual identity.

**At Emneth Nursery School we are committed to:**

- To work in partnership with parents and carers to support their child's positive behaviour,
- Work with parents to ensure that they send their child to nursery each day punctually, suitably clothed, fed, rested and ready to play and learn,
- invite parents / carers to meetings with the key person, head teacher or other Nursery staff, if requested, to discuss their child's behaviour,
- Expect children and adults to show respect and consideration towards each other and towards the nursery environment and its resources,
- Improving outcomes for all children and eliminating all forms of discrimination, harassment and bullying, as well as promoting equality of opportunity and relations across the whole school community,
- Take all reasonable measures to protect the safety and well-being of staff and pupils, including preventing all forms of bullying and dealing effectively with reports and complaints about bullying,
- Ensure parents that have any complaint about their child being bullied is taken seriously by nursery and investigated / resolved as necessary,
- Enable children to show respect to school staff, fellow children, nursery

property and the nursery environment,

- Ensuring good order in nursery where adults and children are respectful towards each other creating an environment in which learning can take place,
- Ensure staff model good behaviour and never belittle children or colleagues,
- Promote positive behaviour through active development of children's social, emotional and behavioural skills,
- Keep parents informed of their child's progress, including issues relating to their behaviour – use appropriate methods of engaging them and, where necessary, support them in meeting their parental responsibilities,
- Support and praise good behaviour and apply sanctions fairly and consistently taking account of SEN, disability and the needs of vulnerable children offering support as appropriate; praise begins with frequent use of encouraging language and gestures, so that positive behaviour is instantly recognised,
- Ensure nursery staff are aware of any SEN-related or other personal factors which may arise and impact on children's behaviour,
- Work with other agencies to promote community cohesion and safety,
- Ensure staff are well informed about cultural differences in behaviour and their Implications,
- Support newly arrived children and their families in understanding and following the behaviour policy,
- Apply sanctions consistently and fairly. We will monitor the overall impact of their sanctions by age, ethnicity, gender, special educational needs and disability (which would not mean monitoring every individual sanction, however small, but rather taking reasonable steps to get a picture of whether overall any particular groups of pupils are disproportionately affected). Such information is required as part of nursery's equality schemes. The leadership team will analyse any patterns revealed which raise concerns about the application of the policy against the principles and values of the nursery which will trigger a review and possible amendments to practice.
- Make sure that every vulnerable child has a key person in school who knows them well, has good links with the home, and can act as a reference point for all staff when they are unsure about how to apply the disciplinary framework,
- Plan proactively how the school's disciplinary framework should be applied for each of these pupils,
- Ensure that all those in contact with the pupil know what has been agreed,
- Ensure that all staff are aware of appropriate referral procedures to other agencies.

This policy applies to everyone. Everyone is of equal value and will be valued equally regardless of whether or not they have a disability, whatever their ethnicity, culture, religious affiliation, belief, non-belief, national origin or national status, whatever their gender and gender identity, transgender, including homophobia and transphobia and social class.

**Governors will:**

- Review the general principles to guide the head teacher in determining measures to promote good behaviour; and notify the head teacher and give him / her related guidance if the governing body wants the school's behaviour policy to include particular measures or address particular issues.

Policy written by- Holly Bowman

Date: January 2017

Review: Samantha Melton 10 May 2022

Reviewed by: Claire Hooker December 2022

Review due: December 2024