



## **Behaviour Policy**

At Wise Owls Nursery School, we are committed to treating all children and adults with equal care, ensuring that everyone feels welcomed and valued. Our goal is to provide a high-quality educational childcare service. We recognise the importance of establishing reasonable and appropriate boundaries to support and manage the behaviour and wellbeing of the children in our care.

- By providing a happy and safe environment, we encourage the children in our care to develop essential social skills. These skills will help them feel accepted and welcomed in society as they grow, while also teaching them to accept and welcome others.
- We do not administer physical or any other form of punishment intended to cause pain or discomfort, nor do we engage in any humiliating or hurtful treatment of the children in our care. We believe that by adhering to good teaching practices and fostering a positive learning environment, we can effectively encourage positive behaviour in children.
- We do not expect young children to apologise for negative behaviour, as the concept of 'sorry' may not be fully understood at their age. Instead, we model appropriate behaviour by apologising to the affected child, thereby giving attention to the victim rather than reinforcing the negative behaviour of the instigator. Our standard response is a brief, firm statement such as 'No thank you' or specifying the behaviour, like 'No biting.' We also use the terminology 'That is not safe' or 'I need to keep you/everyone safe'. The children involved are calmly separated, with the victim receiving positive attention and reassurance from the adult, who will also administer any necessary first aid. This approach ensures that negative behaviour is not rewarded with attention, whether positive or negative. If the negative behaviour persists, our team will follow the procedures outlined below

Alison Holdsworth is the named staff member responsible for behaviour management.

### **Procedure to Encourage Positive Behaviour**

- At Wise Owls we **listen** to each other, **respect** every idea, **praise** good decisions and promote **positive** values.
- **We listen. We take turns and Share. We are Gentle. We help each other.** These core values will be adapted in an age appropriately manner.
- We aim to be firm, fair and consistent so that children know and feel secure within the boundaries that we set.
- When appropriate, we engage with children to discuss their behaviour, offering warnings or controlled choices to guide them. For example, based on the child's age, we may implement 'quiet time' after a series of verbal warnings or if the child needs a moment to calm down. During this time, an adult remains with the child until their thinking time is complete. We emphasise the importance of responsibility by discussing the choices children make and helping them understand the potential consequences of those choices.



- When appropriate, we support the use of reward charts, provided it is agreed upon with the parents.
- Whenever possible, we strive to accommodate parents' requests for the care of their children in alignment with their values and practices. For example, if a family does not support the use of 'Thinking Time,' we will work collaboratively to find an appropriate alternative that respects their preferences.
- Each child is allocated a Key person to aid with transition into Nursery. This encourages a secure attachment which in turn supports behaviour management.
- Behaviour management is discussed with parents and the Key person during settling in sessions if required.
- We encourage parents to allow sufficient time during drop-off and pick-up for daily conversations with staff. However, we understand these times can be busy, so parents are welcome to schedule a time with the team to discuss any concerns regarding their child's development or learning.
- If we do not share the same first language as the child's parent, we will find a way of communicating effectively with them. This may include seeking guidance from the local Early Years Team or EALTS (EAL and Traveller Service)
- We expect parents to inform us of any changes in their child's home circumstances, care arrangements, or any other factors that may affect the child's behaviour. Examples of such changes could include the arrival of a new baby, parental separation, the introduction of a new partner, or a bereavement. All information shared will be kept confidential unless there is a concern regarding child protection.
- We will work together with parents to make sure there is consistency surrounding behaviour management at home and at Wise Owls.
- We would only physically intervene and potentially restrain a child to prevent a serious accident or to protect the child or others from injury. Such actions will be taken calmly and with the support of the team. Our priority will be to remove the child to a safe location, away from other children. Any such incident will be documented on an incident form via Family, and parents will be notified either by phone or in person, depending on the nature of the incident.

#### **Procedure for Staff Dealing with Negative Behaviour**

- The adult involved in any significant incident will promptly inform the directors both verbally and in writing using an official Incident Form.
- Wise Owls will inform the instigator's parents or carers either by phone, through the Family app, or at pick-up, depending on the severity and timing of the incident. We will make every effort to reassure parents or carers that the situation was handled appropriately and encourage them to notify us of any similar incidents observed at home.
- Parents/carers will acknowledge the incident form via family.
- We will inform the victim's parents or carers either by phone, through the Family app, or at pick-up, depending on the severity and timing of the incident. We will make every effort to reassure them that the incident was handled appropriately, in accordance with our behaviour policy.
- Alison Holdsworth and Anna Olley will add to the chronology monthly.



- We will make every effort to work collaboratively with families to address any persistent behaviour issues. We recognise that it is normal for children to sometimes struggle with managing their emotions and feelings, as this is a natural part of child development. We will acknowledge these feelings and work closely with parents to help children find constructive solutions relevant to individual situations.
- We respond positively to children who frequently seek attention or exhibit disruptive behaviour. If such behaviour persists, we will discuss with parents the possibility of implementing an Individual Plan. This plan will ensure that all adults involved with the child respond consistently and effectively.
- If we have concerns about a child's behaviour that are not being resolved, we will seek permission from the parents to discuss the issue with other childcare professionals. We may contact the Health Visitor, local Early Years Team, or other relevant advice services, such as the Brighton and Hove Inclusion Support Service (BHISS), to obtain confidential advice and support.
- Concerns that could identify a particular child are kept confidential and only shared with people who need to know this information.

### Linked Policies

Aims, Values and Principles Policy, Anti Bullying Policy

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| <b>Written</b>             | 21/5/2015                                                                                                                                                                                                                                                                                                               |
| <b>Written by</b>          | Alison Holdsworth                                                                                                                                                                                                                                                                                                       |
| <b>Date to be Reviewed</b> | September 2016- AH<br>March 2017- AH<br>November 2018 – AH (updated)<br>Feb 2019 – AH (updated)<br>July 2019- AH (updated)<br>April 2020 AH (Updated)<br>October 2020- AH (Updated with Covid 19 info)<br>April 2022-LB/AH<br>March 23 DWN<br>August 2024 - AH<br>June 2025-AH (Amendment in section 1, bullet point 3) |