



## **Grace Owen Nursery School**

### **Behaviour and Anti-Bullying Policy**

At Grace Owen Nursery School, we believe in positive reinforcement of appropriate behaviour. Good behaviour is rewarded with praise and clear boundaries are set that are understood by everyone.

#### Aims

It is our aim to:

- Ensure the safety of the children.
- Create a 'firm and fair' environment in which children can learn and develop.
- Ensure that everyone is treated with respect.

#### Objectives

- Good team management of the nursery school, with agreed policies and procedures that are understood by both staff and children.
- The setting of clear parameters for behaviour, so that everyone understands what is and is not acceptable.
- Informing children of expectations and describing any undesirable behaviour so that the child knows why they have been admonished.
- The uses of carefully considered language when speaking to children, so that general terms like 'naughty' are avoided.
- Being specific about behaviour with reasons for it being not appropriate e.g. dangerous/not safe, you may get hurt/may hurt someone else, you will break it: say 'stop' and explain why.

#### Process

- Staff adherence to agreed procedures.
- Regular review of policies and procedures to evaluate their effectiveness.

#### Agreed procedures

- Make expectations clear to children and parents/carers
- Encourage politeness and, where necessary, teach/remind children, staff and parents/carers to speak politely.
- Actively discourage swearing and other inappropriate language.
- Do not allow children to climb on furniture, run indoors where not safe or throw equipment (other than balls, quoits, etc.).
- Deal with any verbal or physical violence towards children or staff immediately and assertively.
- Use sanctions when necessary e.g. remove a child from an activity/area. In case of extreme behaviour, the lead educator, head teacher and/or nursery manager should be involved.
- Discuss any specific behaviour management issues relating to individual children to ensure a consistent response from all staff.
- Discuss areas of difficulty with parents/carers as soon as they are identified in order to support efforts made at home and to help put in place agreed patterns of discipline in both settings.
- Seek support from external agencies if a persistent difficulty is identified which does not respond to school or home/school intervention.
- If a situation is proving difficult to manage or a member of staff feels too involved and needs to extricate themselves from the situation, support should be sought or the child can be handed over to another member of staff.

The Named Behaviour persons are Nancy Farrow/Claire Boardman

Bullying is not common in children of nursery age because most children express their emotions and anger openly.

However, all bullying is unacceptable and we will respond to any bullying behaviour that does occur.

### Objectives

- To develop strategies that will help to prevent bullying and secure an effective response to bullying incidents.
- To provide appropriate support for both victims and perpetrators after bullying has been reported.

- To encourage children /staff /parents/ carers/ governors to take responsibility for challenging bullying.
- To ensure that the school has an effective Anti-Bullying Policy that includes details of specific roles and responsibilities and relates to the school's Behaviour Policy.
- To ensure that adults are familiar with, and correctly apply, the Anti-Bullying Policy.
- To ensure that the school records all bullying incidents and reports regularly to the Governing Body and to Sheffield Local Authority
- To provide regular anti-bullying training for all staff

### Definitions

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time. Bullying can take many forms, but there are three main types that cause distress and have an emotional impact.

1. Physical e.g. hitting, kicking, theft
2. Verbal e.g. racist comments, homophobic remarks, threatened violence, ridicule, name calling
3. Indirect e.g. spreading rumours, isolation

### Actions to be Taken to Combat Bullying

The school will combat bullying by: -

- developing children's social skills
- encouraging children to be self-confident and self-aware, including how to keep themselves safe and what to do if they feel unhappy or unsafe
- encouraging all children to tell a nursery adult if they are having difficulties with another child or with an adult
- tackling any observed or reported bullying behaviour assertively
- providing support for victims and working with perpetrators to change their behaviour

### Evaluation Procedures

In order to assess the effectiveness of the Anti-Bullying Policy, the school will:

- Monitor variation in number of reported incidents over a specific period.
- Ensure that the policy is reviewed annually.

Policy reviewed: May 2018