



We believe that positive reinforcement and rewarding appropriate behaviour is more powerful than negativity and achieves an encouraging response.

Aims of this Policy

- to develop an environment which encouraged and reinforces positive behaviour
- to define acceptable standards of behaviour
- to encourage consistency of responses to both positive and negative behaviour, with appropriate sanctions when necessary
- to promote self-esteem, self-discipline and positive relationships
- to encourage the involvement of parents, pupils and staff in the implementation of this policy
- to establish clear communication systems so that all parties are fully informed and supported

Senior Management Team Role (SMT)

Overall responsibility for maintaining positive discipline throughout the school lies with the Head Teacher. When the Head Teacher is not in school, the Depute Head Teacher will be responsible. The Principal Teacher is responsible, in the first instance, for ensuring positive discipline within the Nursery.

The role of the Nursery Staff

The example of the Nursery staff members is key in developing and nurturing supportive, caring, positive and interpersonal relationships with the children. All Nursery staff members have a responsibility to:

- have high expectations of all children
- follow positive behaviour procedures to ensure a consistent and fair approach
- identify early behaviour difficulties exhibited by pupils, seek support from colleagues, SMT and, if necessary, outside agencies and follow agreed procedures

- liaise with colleagues to seek/give advice and try to establish the cause of the behaviour
- discuss any concerns regarding behaviour with parents/carers

Promoting positive behaviour is the responsibility of all staff.

Rules

Children require clear boundaries within which to learn. Greenbrae Nursery has a set of rules which are:

- Keep hands, feet and objects to yourself
- Use kind words
- Listen carefully and try your best at all times
- Tell the truth at all times
- Look after our Nursery, our toys and each other

Nursery staff spend time establishing and agreeing the Nursery routines and rules. The rules are shared with parents/carers and are displayed throughout the Nursery, with pictures, to support the children. The Nursery rules are small in number, positively stated and have clear, appropriate consequences which are consistently applied and enforced.

Rewards

Nursery staff will make use of appropriate rewards to reinforce positive behaviour the Nursery rules, the most common reward being praise. Other rewards may include:

- Reward stickers/stamps
- Position of responsibility
- A house point (marble)
- Wow wall
- Certificate

At the end of each term, the house with the most house points will take part in a special activity organised for them by the House Captains.

Consequences

Although rewards are central to the encouragement of good behaviour, there is also a need for sanctions to register disapproval of unacceptable behaviour.

When applying sanctions:

- It must be clear why the sanction is being applied with reference made back to the Nursery rules, the consequence being seen as a choice
- It must be made clear what changes in behaviour are required to avoid further sanctions
- There should be a clear distinction between minor and major offences

- It should be made clear that it is the behaviour and not the child that is unacceptable
- The consequence should be age-appropriate and appropriate to the behaviour
- It should be clear that consequences are organised in a hierarchy

Nursery sanctions are as follows:

- A reminder of the Nursery rules and encouragement to change behaviour
- A second reminder of the Nursery rules and redirection to another activity within the Nursery
- Time out with a member of staff
- Redirection to a different activity with an adult to support behaviour

At no point will a child be left on their own during a time out, but will have time with a member of Nursery staff to discuss the Nursery rules and the sanction that has been applied. Each day will be a fresh start for the children.

Some behaviour is simply not acceptable in school. If this behaviour is displayed then the child loses the right to move through the hierarchy of consequences, and is taken by a member of staff to the Principal Teacher. If this sanction is employed, parents/carers will be notified by the Principal Teacher or by a member of Nursery staff.

More Challenging Behaviour

A small number of children have specific behavioural difficulties that are medical or psychological in origin. However, some discipline problems may have their roots in the social and economic challenges faced by families and sometimes in the way learning and teaching is organised. Whatever the problems, they are barriers to learning and must be addressed for the benefit of all children. Open communication between Nursery staff members and their line manager will enable appropriate support to be put in place. This may include involvement from the Educational Psychologist or from other outside agencies. A multi-disciplinary review will provide an opportunity for behaviour plans to be created, managed and their success reviewed. The first step for all referrals is discussion with the Principal Teacher, Depute Head Teacher or Head Teacher.

Communication and Partnership with Parents/Carers

High priority will be given to clear communication within the school and with parents/carers. Nursery staff will communicate any behaviour concerns with parents/carers at an early stage so that all those working with the child are aware of the concerns and are in agreement of the next steps being taken to support the child. At Greenbrae School, we believe that a unified, consistent approach will be most successful.