



# Behaviour Management Policy

## Introduction

Parents and guardians have the right to assume that the school will provide an efficient full time education for their children. At school, teachers have the right to assume that parents and guardians will support them in their task and encourage their children to accept and adhere to the school's authority. Parents are encouraged to recognise:

- what a vitally supportive role they have in the matter of behaviour
- their obligation to cooperate with school in seeing its rules are respected
- the necessity for modelling for their children the highest standards of behaviour when interacting with school staff

The school will endeavour to:

- develop in the pupils a sense of self discipline and acceptance of responsibility for their own actions
- to create an atmosphere in which the pupils are able to give of their best and are encouraged to do so
- encourage the proper attitude, rewarding and praising where appropriate
- set a good example
- ensure pupils' personal dignity and respect
- maintain a structured community and stimulating environment for learning
- develop in pupils a strong sense of identity with the school

## Formulation of behaviour policy

Staff, pupils and parents have been consulted and their views taken into account in the preparation of this policy. The EA's Behaviour Support Team offered support and advice throughout the writing of this policy.

### **BOARD OF GOVERNORS**

The Governors of Hart Memorial fully endorse and support the Nursery Behaviour Policy.

# **VISION, MISSION STATEMENT AND AIMS FOR HART MEMORIAL NURSERY**

## **Mission Statement**

In the Hart, the needs of our pupils are at the heart of every decision we make.

## **Vision for the School**

We believe that each child can and will succeed at Hart Memorial through experiencing:

- A warm caring and stimulating learning environment
- The support, challenge and encouragement of a dedicated staff
- A wide range of stimulating, up to date learning resources
- A broad, balanced and skills-based curriculum
- Motivational teaching and investigative approach to learning
- A horizon-broadening programme of extra-curricular activities and visits
- Close learning partnerships between school, home and the community

At the Hart, we demonstrate our commitment to our pupils by:

- Striving for continuous improvement in all that we do
- Effectively monitoring and evaluating standards of our provisions
- Working together towards pupil achievement and success

## **Aims**

We want our pupils to:

- Have high self esteem - respecting themselves, others and the environment
- Acquire positive attitudes towards diversity, equality, honesty and trust
- Be responsible for their own behaviour and actions
- Be the best they can be in all areas of school life
- Develop effective and informed communication skills
- Gain skills which can be transferred to all areas of life
- Work independently, creatively, corroboratively and productively
- Become self-motivated, enquiring, life-long learners
- Thoroughly enjoy and be proud of being a Hart Memorial Primary School pupil

# AIMS OF BEHAVIOUR POLICY

- To model attitudes of respect, empathy and honesty
- To welcome and value all pupils in all their diversity
- To recognise, foster and nurture the talents and abilities of all pupils
- To promote pupils' self image and self esteem by celebrating success and acknowledging progress
- To provide a safe, supportive, welcoming environment
- To identify appropriate individual goals and focus on achievable targets
- To encourage loyalty to and respect for the school, family and community
- To promote self-discipline and a positive attitude towards acceptance of authority
- To promote an attitude of respect for the property of others
- To actively promote the pupil's emotional, physical, mental, social and spiritual well being

## RIGHTS AND RESPONSIBILITIES: Pupils

<b>RIGHTS</b> Pupils should have the right to:	<b>RESPONSIBILITIES</b> Pupils should:
<ul style="list-style-type: none"><li>• Be able to learn freely</li></ul>	<ul style="list-style-type: none"><li>• Be gentle</li></ul>
<ul style="list-style-type: none"><li>• Be respected</li></ul>	<ul style="list-style-type: none"><li>• Be kind and helpful</li></ul>
<ul style="list-style-type: none"><li>• Ask questions</li></ul>	<ul style="list-style-type: none"><li>• Listen well</li></ul>
<ul style="list-style-type: none"><li>• Express their opinion</li></ul>	<ul style="list-style-type: none"><li>• Try hard</li></ul>
<ul style="list-style-type: none"><li>• Be allowed to be different</li></ul>	<ul style="list-style-type: none"><li>• Be honest</li></ul>
<ul style="list-style-type: none"><li>• Play safely</li></ul>	<ul style="list-style-type: none"><li>• Look after things</li></ul>
<ul style="list-style-type: none"><li>• Not be bullied</li></ul>	

## RIGHTS AND RESPONSIBILITIES: Staff

### RIGHTS

Staff should have the right to:

- Carry out their individual duties unhindered
- Receive respect from all children in the school
- Be treated and spoken to respectfully at all times by parents

### RESPONSIBILITIES

All staff should come to school:

- Well prepared
- Punctually
- Neat and tidy in appearance
- Respectful of the school's ethos and overall objectives
- Enthusiastic

# RIGHTS AND RESPONSIBILITIES: Parents

## RIGHTS

Parents have a right to:

- Know what the school policy is on behaviour and how it is to be carried out on a day to day basis
- Receive regular information on their child's progress and behaviour
- Know that their child is receiving a broad and balanced curriculum
- Be listened to and treated with respect
- Know that the school is a safe and caring environment for their child

## RESPONSIBILITIES

Parents need to accept the importance of complying with school rules. ***Enrolment in school implies acceptance of the school's Behaviour Policy.***

Parents are expected to:

- Make all reasonable attempts to ensure punctuality, attendance, wearing of school uniform and the good behaviour of their children
- Ensure that homework is monitored and completed
- Avail of information about school
- Share information about their child
- Maintain care for learning materials
- Establish a good relationship between themselves and the teacher
- Support the school's Behaviour policy

## METHODS- PREVENTION, AWARD, CONSEQUENCES

- The Nursery teacher has overall responsibility for issues concerning behaviour.
- We require the teacher to:
  - keep her/himself up-to-date with legislation and research and thinking on handling children's behaviour
  - access relevant sources of expertise on handling children's behaviour
- We require all staff, volunteers and students to provide a positive model of behaviour by treating children, parents and one another with friendliness, care and courtesy
- We require all staff, volunteers and work placements to use positive strategies for handling any conflict by helping children find solutions in ways which are appropriate for the children's age and stage of development — for example distraction, praise and reward and conflict resolution strategies
- We familiarise new staff and volunteers with the Nursery's Behaviour Policy

- We expect all members of the Nursery— children, parents, staff, volunteers and students — to keep to the rules, requiring these to be applied consistently
- We praise and endorse desirable behaviour such as kindness and willingness to share
- We avoid creating situations in which children receive adult attention only in return for undesirable behaviour
- When children behave in unacceptable ways, we help them to see what was wrong and support them as they learn how to cope more appropriately (e.g. conflict resolution strategies)
- We only support pupils physically in circumstances when a child's personal safety is compromised by non-compliance with staff direction / instruction. Details of such an event are recorded in the Log of incidents requiring physical support form (Appendix 2). Parents are informed and are required to sign the Action to Ensure Safety form (Appendix 2)
- We only use physical restraint, such as holding, to prevent physical injury to children or adults and/or serious damage to property. Details of such an event (what happened, what action was taken and by whom, and the names of witnesses) are brought to the attention of our school Principal and are recorded on an incident report form and kept in each child's section of our class folder in the nursery classroom. A parent is informed on the same day and signs the incident record to indicate that he/she has been informed.
- In cases of serious misbehavior, such as racial or other abuse, we make clear immediately the unacceptability of the behaviour and attitudes, by means of explanations rather than personal blame
- We do not shout or raise our voices in a threatening way to respond to children's behaviour
- We handle children's unacceptable behaviour in ways which are appropriate to their ages and stages of development; step 1- following the High Scope conflict resolution 6 steps;
  - 1:1 Approach calmly
  - 1:2 Acknowledge feelings
  - 1:3 Gather Information
  - 1:4 Restate the problem
  - 1:5 Ask for ideas for a solution
  - 1:6 Give follow -up support

In a situation where the above steps do not resolve the problem, then step 2 will be to follow the Happy Sun rights and responsibilities

We work in partnership with children's parents. Parents are regularly informed about their children's behaviour by the teacher. We work with parents to address recurring unacceptable behaviour, using objective observation records to help us to understand the cause and to decide jointly how to respond appropriately.

# **Bullying Type Behaviour**

Bullying involves the repeated physical, verbal or emotional abuse of another child or children. We take bullying very seriously.

If a child displays bullying type behaviour:

- we intervene to stop the child harming the other child or children
- we give reassurance to the child or children who have been bullied
- we explain to the child displaying bullying type behaviour why her / his behaviour is inappropriate
- we help the child who has displayed this behaviour to say sorry for her/his actions;
- we make sure that children who display bullying type behaviour receive praise when they display acceptable behaviour
- we do not label children who display bullying type behaviour
- when children have been bullied, we share what has happened with their parents / carers, explaining that the child who displayed the bullying type behaviour is being helped to adopt more acceptable ways of behaving
- when children display bullying type behaviour, we discuss what has happened with their parents/ carers and work out with them a plan for handling the child's behaviour

## **RELATIONSHIP WITH OTHER POLICIES**

Our Behaviour Policy works in conjunction with all other policies relating to the pastoral care of the child. Examples of such are:

- Pastoral Care Policy
- Child Protection Policy
- Special Needs Policy
- Anti-Bullying Policy

All children will be treated fairly and in accordance with SENDO legislation

## **WORKING WITH PARENTS**

In Hart Memorial Nursery, we see a strong home / school link as vital to the well being and education of the child. Examples of partnerships with parents which may be used to support the Behaviour Policy are:

- Home / school journals
- Liaising with parents in the matter of misbehaviour\*\*
- Regular parent / teacher meetings to monitor and review behaviour
- Phone calls / letters home

**\*\***The school views biting as a very serious misdemeanour as it can cause significant harm and distress to the child who is bitten. If a child bites, the parents will be contacted and asked to come to the school immediately to discuss this. The parents of the child who is bitten will be informed when collecting their child or sooner if the skin has been broken

## **WORKING WITH OUTSIDE AGENCIES**

The staff of the school will work with outside agencies for the benefit of all and / or individual pupils. Examples of such are:

- Pupil Personal Development Service
- Counselling / Mentoring services
- Behaviour Support Team
- Social Services
- Educational Psychologist
- National Society for the Prevention of Cruelty to Children
- Police Service of Northern Ireland (PSNI)
- Other approved agencies and professional bodies as necessary

## **PROCEDURES FOR MONITORING & REVIEWING**

The Behaviour Policy will be monitored and reviewed regularly.

Appendices:

- APPENDIX 1: *Risk Assessment Proformas*
- APPENDIX 2: Action to ensure Safety form

**Reviewed: November 2019**

