



BEHAVIOUR, SANCTIONS & REWARDS POLICY

This policy is applicable to parents and pupils within the Nursery, including the Early Years Foundation Stage (EYFS). This document is available in written format upon request and a copy can also be located on the Nursery's website.

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1 INTRODUCTION

The Nursery aims to encourage children to adopt the highest standards of behaviour, principles and moral standards. We aim to promote trust and mutual respect for everyone. We believe that good relations, good manners and a secure learning environment play a crucial part in the development of intellectually curious children, who are motivated to become life-long learners. We develop qualities of teamwork and leadership through our extensive programme of extra-curricular activities.

The Nursery is an inclusive community and welcomes pupils from a wide variety of ethnic and social backgrounds and faiths and pupils with special educational needs and disabilities. Everyone is treated as an individual and the Nursery aims to develop the whole child to be equipped to take his/her place in the modern world.

This policy makes reference to the following guidance and advice:

- Keeping Children Safe in Education (statutory guidance) (September 2024)
- The Equality Act 2010, for issues related to pupils with special educational needs and disabilities.

This policy sets out the Nursery's practices for rewards and sanctions, behaviour strategy and the teaching of good behaviour.

2 PRINCIPLES

The Nursery's community of Governors, staff, children and parents adheres to a code of conduct, rather than to lists of rules. We see childcare and education as a partnership. The staff are committed to excellence, aiming to achieve a spirit of trust and cooperation. We expect the highest values and standards of pupil behaviour inside and outside the Nursery and in any written or electronic communication concerning the Nursery.

We teach our children to treat staff and each other with consideration and good manners and to respond positively to the opportunities and demands of Nursery life. The Nursery is strongly committed to promoting equal opportunities for all, regardless of race, gender, religion, orientation or physical disability.



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3 TEACHING AND LEARNING

The Nursery aims to raise the aspirations of all its pupils and to help them to appreciate that there are no barriers to their potential achievements both inside and outside the classroom. Pupils are encouraged to take responsibility for their own learning. We celebrate success, emphasise the positive and deal with the negative in a sensitive and tactful way. Nursery staff offer every child a high level of individual attention, together with consistent and helpful advice. In return, we expect every pupil to cooperate and to work hard.

Nursery staff will support the growth and development of pupils' positive behaviour in a way that is appropriate to the age of the child.

Our experience shows that the ethos of and respect for the Nursery is enhanced by listening to our pupils and by encouraging constructive suggestions from them.

4 REWARDS AND SANCTIONS FOR EYFS CHILDREN

The Nursery Manager is responsible for behaviour management of pupils within the EYFS including Class 3 and 4.

Staff in EYFS will endeavour to encourage small children (below the age of 5) to understand acceptable behaviour as they grow. Staff promote trust and mutual respect for everyone. We understand that good relations and good manners, in a secure learning environment, play a crucial part in the development of intellectually curious small children.

With small children we discuss inappropriate attitudes and practices. We talk about why such actions are unacceptable and why kindness and understanding the needs of others are paramount. Our system always gives verbal praise for a good attitude and for trying hard and children will be given stickers for special efforts as a way to encourage them. Staff ensure that all children receive praise and stickers as a form of encouragement.

Sanctions for EYFS Children

Sanctions may undergo reasonable change from time to time. Sanctions will not involve any form of unlawful or degrading activity.

If a child's behaviour has fallen below expectations, after discussions with the child about the reasons, then the following stages will be followed, subject to the severity of the situation:

1. Minor misdemeanours dealt with by the room leader.
2. Further infringements dealt with by the Nursery Manager

All behavioural concerns should be included on the Watch List.

Bullying incidents will be directed to the Nursery Manager for investigation in accordance with the Anti- Bullying Policy.

5 EXCLUSIONS

On the rare occasions where there are serious difficulties with a child's behaviour, where it is felt inappropriate for the child to remain in Nursery for the safety of themselves or others, then suspension will be considered.



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Suspension or exclusion will be a sanction only given by Matron in circumstances where no other sanction is appropriate.

There will be a full discussion with the pupil and with the parents about the incident after a complete investigation has taken place. Exclusion will be for as short a period of time as possible. In the most serious cases, then permanent exclusion may be applied.

Parents are entitled to appeal against an exclusion and may use the Parent Complaints Policy (see below).

6 INVOLVEMENT OF PARENTS AND GUARDIANS

Parents and guardians who accept a place for their child at the Nursery undertake to uphold the Nursery's policies, including this policy. They will support the Nursery's values in matters such as attendance and punctuality, behaviour, uniform/dress and appearance, standards of academic work, extra-curricular activities and homework/private study.

We will telephone the home in the event of an unexplained absence. Please note that it is our policy not to allow holiday to be taken during term. If holiday is to be granted, this is at Matron's discretion.

Should the Nursery Manager find that a pupil to have made a malicious accusation against a member of staff then a full investigation would be undertaken. Parents of the pupil will be contacted and included in any investigation. Any disciplinary action will be agreed by Matron and confirmed to parents.

7 PUPIL SUPPORT

Where a child is identified as being in need of additional support, the Nursery should consider whether the behaviour under review gives cause to suspect that a child is suffering or is likely to suffer significant harm. Where this may be the case, staff should follow the Safeguarding and Child Protection Policy. Staff should also consider whether continuing disruptive behaviour might be the result of unmet educational or other needs. At this point, the Nursery should consider whether multi-agency assessment is necessary or referral to specialist support provider, for example, an educational psychologist. BEHAVIOUR, SANCTIONS AND REWARDS POLICY

8 COMPLAINTS

We trust that parents and pupils do not have any complaints about the operation of the Behaviour, Sanctions and Rewards Policy. However, in the event of a complaint, a copy of the Nursery's complaints policy can be sent to parents on request and a copy can be located on the Nursery's website.

- *Please refer to the separate document: Parent Complaints Policy.*

9 CORPORAL PUNISHMENT STATEMENT

Corporal punishment, or threatening the use of corporal punishment, is illegal and will never be used in Nursery and applies to all members of staff including all those acting *in loco parentis*, such as unpaid, volunteer supervisors.



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Corporal punishment will result in a crime being committed; and a threat to use corporal punishment may constitute assault and the defence of reasonable chastisement is not available to Nursery staff. (The ban on corporal punishment (section 548 of the Education Act 1996 as amended by section 131, Nursery Standards and Framework Act 1998)).

Any physical intervention is only permissible when a child is in imminent danger of inflicting an injury on himself/herself or on another, and then only as a last resort, when all efforts to diffuse the situation have failed. Another member of staff should, if possible, be present to act as a witness.

All incidents of the use of physical intervention should be recorded in writing and reported immediately to Matron who will decide on any further action to be taken. Parents will always be informed where such an event takes place on the same day or as soon as reasonably practical.

- *Please refer to the separate document: Restraint Policy.*

10 PHYSICAL INTERVENTION

Physical intervention will only be allowed in situations where a child may be in immediate danger of injury. If such a situation occurs, then parents will be informed the same day or as soon as is reasonably practical.

- *Please refer to the separate document: Restraint Policy.*

The Behaviour, Sanctions and Rewards Policy was reviewed in September 2024 and will be reviewed in or before September 2025.