BEHAVIOUR, SANCTIONS AND REWARDS POLICY

This policy is applicable to parents and children within the nursery. 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

Good behaviour in nursery is central to a good education. Good behaviour can provide a calm, safe and supportive environment in which children will want to attend and where they can learn, thrive and reach their full potential. Being taught how to behave well and appropriately within the context they're in is vital for all children to succeed personally.

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 children from a wide variety of ethnic and social backgrounds and faiths and children 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 their place in the modern world.

This policy makes reference to the following guidance and advice:

- Keeping Children Safe in Education (statutory guidance) (September 2026)
- Preventing and Tackling Bullying (advice for schools, including advice on cyberbullying) (July 2017)
- Behaviour in Schools (Feb 2024)
- The Equality Act 2010, for issues related to children 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.

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2 PRINCIPLES

The nursery community of Governors, staff, children and parents adheres to a code of conduct, rather than to lists of rules. We see 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 child behaviour inside and outside the classroom, as well as outside the nursery and in any written or electronic communication concerning the nursery.

We expect children to treat staff and each other with consideration and good manners and to respond positively to the opportunities and demands of nursery life.

Everyone has a right to feel secure and to be treated with respect, particularly the vulnerable. The nursery creates a positive, safe environment in which bullying, physical threats or abuse and intimidation are not tolerated; and ensures children are safe, feel safe and everyone is treated respectfully.

Any incidents of bullying, discrimination, aggression and derogatory language (including name calling) will be dealt with quickly and effectively.

- *Please refer to the separate document: Anti-Bullying Policy.*

The nursery is strongly committed to promoting equal opportunities for all, regardless of age, race, ethnicity, gender or gender reassignment, sex or sexual orientation, religion, disability, learning difficulty, body image or social background.

All staff are aware of their safeguarding responsibilities, as set out in statutory guidance KCSIE (September 2026). The Behaviour and Sanctions policy is presented and discussed during induction procedures.

We expect children to be ready to learn and to participate in nursery activities. They should attend nursery and lessons punctually and follow the nursery's attendance policy. They should care for the buildings, equipment and furniture. We expect children to behave at all times in a manner that reflects the best interests of the whole community.

3 TEACHING AND LEARNING

The nursery aims to raise the aspirations of all its children and to help them to appreciate that there are no barriers to their potential achievements both inside and outside the classroom. Children 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. Teaching staff offer every child a high level of individual attention, together with consistent and helpful advice. In return, we expect every child to cooperate and to work hard.
Teaching staff will support the growth and development of children' 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 children and by encouraging constructive suggestions from them.

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4 REWARDS AND SANCTIONS FOR EYFS CHILDREN
The Head of EYFS is responsible for behaviour management of children within the EYFS

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.

5 EXCLUSIONS
On the rare occasions where there are serious difficulties with a childs 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.

Suspension or exclusion will be a sanction only given by the Head of EYFS in circumstances where no other sanction is appropriate.

There will be a full discussion with the child 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 and activities.

We will telephone the home in the event of an unexplained absence.

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

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7 CHILD 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.

8 COMPLAINTS

We trust that parents and children 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. Corporal punishment will result in a crime being commited; 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 the Head of EYFS 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.*

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11 MOBILE PHONES

The nursery has a policy of no mobile phone use for children or parents/carers whilst on nursery premises.

- *Please refer to the separate document: Mobile Phone Policy.*

12 CHILD ON CHILD ABUSE

The nursery has an appropriate policy in place when dealing with abuse by one or more children against another child when there is 'reasonable cause to suspect that a child is suffering, or likely to suffer, significant harm' including any such abuse that will be referred to the local authority as a child protection concern. The nursery will ensure that in the event of any disclosures about child on child abuse that all children involved, whether perpetrator or victim, are treated as being 'at risk'.

- *Please refer to the separate document: Safeguarding & Child Protection Policy*

13 MONITORING, REVIEW AND REPORTING

The nursery is committed to ensuring that behaviour is managed consistently, fairly, and effectively across all settings and by all staff. Monitoring allows us to:

- Track patterns and trends in behaviour over time;
- Identify individuals or groups who may require additional support;
- Evaluate the effectiveness of the behaviour policy and practice;
- Ensure equity in the application of rewards and sanctions;
- Inform whole-nursery improvement and staff development.

Parents/Carers are kept informed about their child's behaviour through regular communication including meetings, written reports, and online platforms.

- **Children** receive regular feedback on their behaviour and are encouraged to reflect on and take responsibility for their actions.
- **Staff** receive regular briefings on whole-nursery behaviour, emerging issues, and any policy changes.
- **Proprietorial Body and Chair of Governors** are provided with summary data on behaviour and exclusions at least once per term, including information about the effectiveness of interventions and any equality issues.

This policy will be reviewed at least annually, or more frequently in response to:

- Significant incidents or emerging trends;
- New guidance (e.g. from the DfE, Ofsted, ISI);
- Legislative changes (e.g. updates to KCSIE, equality legislation);
- Feedback from stakeholders (children, parents, staff).
- The review will be led by a designated member of the Senior Management Team and involve consultation with staff, children, and parents where appropriate.

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The Behaviour, Sanctions and Rewards Policy was reviewed in September 2026 and will be reviewed in or before September 2027.