

New Monkland Nursery Class



Getting it Right for Every Child

Relationships & Behaviour Policy



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Nursery Values and Ethos

At New Monkland Nursery, we feel that children should have the opportunity to explore and learn in an inspirational and engaging environment that offers safety, security and a sense of belonging. We are aware that every child is unique and brings with them their own understanding of relationships and behaviour and we endeavour to support each child as they learn and grow in their awareness.

The Relationships and Behaviour Policy reflects our ongoing commitment to not only embed the principles and ethos from the United Nations Convention on the Rights of the Child (UNCRC) into our nursery in an appropriate way, but also, to work in close partnership with parents, carers and the wider nursery community to ensure positive outcomes for all.

Aims of the Policy

- To embed the articles from the UNCRC in creating boundaries of acceptable relationships and behaviour that are clear and consistent, and to ensure safety and respect for all.
- To encourage a calm, purposeful atmosphere to promote and create a positive learning environment.
- To have a consistent approach to relationships and behaviour throughout the nursery with parent/carers cooperation and involvement.
- To encourage independence, resilience and self-discipline.

Rights Holder's/Children's Responsibilities are:

- To adopt the principles of the UNCRC in their everyday words and actions.
- To uphold and respect the rights of peer's and staff.
- To create a child friendly nursery charter with their peers and staff.
- To uphold the articles within the charter.
- To carry out the actions related to the nursery charter.

Duty Bearer's/Staff Responsibilities are:

- To be an excellent role model by adopting the principles of the UNCRC in their everyday words and actions.
- To uphold and respect the rights of children, staff and parents/carers.
- To create a nursery charter with their children.
- To support children in upholding the articles within the charters.
- To carry out the Duty Bearer's actions related to class charters.

Duty Bearer's/The Parent/Carer Responsibilities are:

- To support staff and their child in adopting the principles of the UNCRC.
- To ensure that their child/children learn to exercise their rights and to ensure that the rights of the child are protected.
- To respect the rights of all staff members.
- To support the nursery in the implementation of this policy.

Strategies to support the development of positive relationships and behaviour

Staff aim to provide an engaging and stimulating learning environment that allows children to develop independence, resilience and self-discipline. As children experience this environment, they are learning strategies that help them to build personal and social skills. At times staff may need to redirect, refocus or reinforce both positive and negative behaviours.

Working in close partnership with parents/carers and using Personal Learning Plans as a guide, staff are able to ensure best practice and offer a wide range of different strategies to support individual children depending on their needs. These strategies may include some of the following

- Reinforcement of Our Children's Rights (Nursery Charter) see appendix 1
- Praise
- Providing opportunities to share learning
- Providing a positive role model
- Distraction or redirection
- Modelling play
- Use of sticker or other reward structure
- Home/Nursery link system (e.g. star chart)
- Solihull Approach
- Children's work valued and displayed
- Appropriate assessment

Reporting of negative physical behaviour

Depending on the nature or severity of the behaviour it may be necessary for staff to record the event. For instances of physical contact that results in upset or injury, staff are required to enter the details of what happened using our Incident paperwork. An individual copy of the event is written out for each child involved and parents / carers are requested to read and sign this on collection of their child.

Involvement of Support Agencies

If support from other agencies is required, the nursery team in collaboration with parents, should proceed with staged intervention at the appropriate level using the GIRFEC indicators. The Support for Learning Policy would be implemented at this time and advice would be sought from the ASN co-ordinator or Head of Establishment.

UNCRC Links

Article 3: All adults should do what is best for you. When adults make decisions, they should think about how their decisions will affect children.

Article 4: The government has a responsibility to make sure your rights are protected. They must help your family to protect your rights and create an environment where you can grow and reach your potential.

Article 5: Your family has the responsibility to help you learn to exercise your rights, and to ensure that your rights are protected.

Article 12: You have the right to give your opinion, and for adults to listen and take it seriously.

Article 15: You have the right to choose your own friends and join or set up groups as long as it isn't harmful to others.

Article 19: You have the right to be protected from being hurt and mistreated, in body or mind.

Article 31: You have the right to play and rest.

Article 37: No one is allowed to punish you in a cruel or harmful way