

Law Primary School Nursery

Positive Relationships Policy

Rationale

Members throughout our school community designed our school's Vision, Values and Aims. Our Positive Relationships Policy has been designed to support our Vision, Values and Aims.

Vision

We are an inclusive, ambitious learning community where every child has the opportunity to reach their potential. #excitedaboutlearning

We aim to:

- *Create a safe, happy and welcoming environment;*
- *Nurture children to become respectful, kind and understanding*
- *Provide varied and stimulating learning opportunities to equip our children with the skills needed for a changing future;*
- *Develop confident, resilient children who are ambitious, curious and creative;*
- *Work in partnership with our parents and wider community.*

Our values guide the way we work. We will:

- *Celebrate and value the contribution of every child;*
- *Work to reduce inequalities;*
- *Nurture the health and well-being of every member of our learning community;*
- *Respect each other, our school and the wider environment*
- *Encourage high standards in everything we do;*
- *Embrace honesty, kindness, friendship and understanding.*

Aim

To encourage children and adults to help one another develop positive relationships and behaviours.

Objectives

- All adults and children in our nursery community feel safe and happy.
- Staff are helping our children to become respectful, kind and understanding

Implementation

- Children will be introduced to their rights and how their actions can affect the rights of others.
- All staff will model positive relations, treating others with respect.
- Staff will aim to develop positive partnerships with all parents and carers.
- Staff will aim to develop positive relationships with the children in their care.
- Positive behaviours will be recognised and celebrated.
- A restorative approach will be used by staff when relations breakdown (see below). This will support children to develop the skills and understanding required to maintain and repair positive relations.
- All children are individuals. Some children may require differentiated interventions and support.
- Any discussion or re-direction required to support negative behaviours will be done sensitively and in private, making links to a time when the child has shown the desired behaviours, supporting understanding of expectations for behaviour. A child will not be shamed in front of others.
- The children will be introduced to the 3 behaviour rules: Ready, Respectful and Safe.

Restorative Approach

A restorative approach will be used to resolve conflict between individuals, groups or to repair harm. We aim to encourage those who have caused the harm to understand and acknowledge the impact of what they have done and support them to make reparation. This approach also offers those who have suffered harm the opportunity to have their harm acknowledged and a resolution sought.

Key Principles of Restorative Approaches:

- Being responsible for one's own actions and their impact on others
- Respecting other people, their views and feelings
- Empathising with the feelings of others
- Being fair

The staff will aim to help the child understand the consequences of their actions through asking a series of restorative questions, see below. The staff will model and support the process to aid understanding and support the child to repair the harm done and move on with their day.

The Restorative Questions

- What happened?
- How did you feel?
- Who has been affected? How do you think they felt?
- What do you think needs to happen next?