

Behaviour Management Policy

Introduction

We believe that children and adults flourish best in an ordered environment in which everyone knows what is expected of them and children are free to develop their play and learning without fear of being hurt or hindered by anyone else.

Purpose

We aim to work towards a situation in which children can develop self-discipline and self-esteem in an atmosphere of mutual respect and encouragement.

In order to achieve this:

The expected conduct and the behaviour of the children will be discussed and agreed within the preschool and explained to all newcomers, both children and adults.

- All adults in the setting will ensure that the rules are applied consistently to develop the personal, social and emotional behaviour of each individual child, so that children have the security of knowing what to expect and can build up useful behavioural habits.
- All adults will strive at all times to provide a positive model for the children with regard to friendliness, kindness, truthfulness, tolerance, care and courtesy.
- Adults in the group will praise and endorse desirable behaviour such as kindness to others and willingness to share.
- We will take positive steps to avoid a situation in which children receive adult attention only in return for undesirable behaviour.

Staff Responsibilities for Behavioural Management

A named member of staff is responsible for behaviour management within the setting, they have the necessary skills to advise staff on behaviour issues if required.

- Adults in the setting will be made aware that some kinds of behaviour may arise from a child's special needs.
- Adults in the group will make themselves aware of, and respect, a range of cultural expectations regarding interactions between people.

When children behave in unacceptable ways:

- In any cases of misbehaviour it will always be made clear to the child in question that it is the behaviour that is unwelcome and not the child.
- Any behavioural problems will be handled in a developmentally appropriate fashion, respecting individual children's level of understanding and maturity and special needs.
 - Physical punishment, such as smacking or shaking, will be neither used nor threatened.
 - Children will never be sent out of the room by themselves.
 - Techniques intended to single out and humiliate individual children such as a 'naughty chair' will not be used.
 - Adults will not shout or speak in a threatening way.
- In the event of any misbehaviour, staff will be prompt in ensuring the safety and emotional well-being of the other children in the group who may have been upset by witnessing the behaviour.
- In the event of a misbehaviour incident the child will be given one-to-one adult support to explain how the misbehaviour was wrong and where appropriate the supervisor or child's Keyperson will support the child, using appropriate strategies, eg: distraction. Adults will model desirable appropriate behaviour, including apologies. We will support the child using various strategies to affirm a child and increase his/her self-esteem, break the cycle of inappropriate behaviour and praise good behaviour, reinforcing it for instance, by encouraging the child to keep her/his own reward sticker chart or through relevant role play or by channelling their energy into extending time spent on a favourite activity.
- In cases of repeated regular episodes of bad behaviour the supervisor/keyperson will seek an explanation from parents as to whether there could be events at home which might be causing a deterioration in the child's behaviour.
- In the case of any serious behaviour concerns the supervisor/keyperson will maintain a time/event observation where this is considered helpful in assessing the child's behaviour patterns.
- In cases of serious misbehaviour such as violent physical behaviour which endangers the safety of other children or adults in the setting, or inappropriate verbal or racial abuse:
 - The unacceptability of the behaviour and attitudes will be made clear immediately to the child, but by means of explanations rather than personal blame.

- The misbehaviour will be recorded in the behaviour record book and parents will be required to sign to confirm they have had explanation of the event. The child who has been the target of the misbehaviour will be noted in the incident book and parents will sign to confirm they have had an explanation of the event. Neither parent will be told (by the Pre-school) the name of the other child involved.
- Any of the above recurring problems will be addressed by the Supervisor, the named person responsible for behaviour management and the child's keyperson (or any other staff who can beneficially be involved) in partnership with the child's parents, using objective observation records to establish an understanding of the cause. Written permission will be requested from the parents if the group feels it is necessary to involve any outside agencies in this process.
- In cases where the child's behaviour gives cause for concern that he/she is a physical danger to themselves or others in the group, or where their disruptive or verbal behaviour is so exaggerated as to disrupt the smooth operation of the Pre-school session, the Pre-school reserve the right to request that the parents remove the child from the setting permanently or for a specified period of time.
- Where a child's behaviour gives rise to suspicion of child abuse the supervisor will then take action in accordance with the Pre-school's Safeguarding Children Policy and Procedures.

Reviewed Annually

Pre-school Manager..... Date.....

Management Committee..... Date.....

Review Date.....