

## **Behaviour Management Policy**

Bierton Pre-school believes that children flourish best when they know how they are expected to behave, that their personal, social and emotional needs are met and there are clear and developmentally appropriate expectations for their behaviour. Children gain respect through interaction with caring adults who show them respect and value their individual personalities. Positive, caring and polite behaviour will be encouraged and praised at all times in an environment where children learn to respect themselves, other people and their surroundings.

We expect all staff, volunteers and students to provide a positive model of behaviour by treating children, parents, visitors and each other with friendliness, care and courtesy.

Children need to have set boundaries of behaviour for their own safety and the safety of their peers. Within the pre-school we aim to set these boundaries in a way which helps the child to develop a sense of the significance of their own behaviour, both in their own environment and those around them. Restrictions on the child's natural desire to explore and develop their own ideas and concepts are kept to a minimum.

We aim to:

- Recognise the individuality of all our children.
- Support social skills through modelling behaviour and through activities, role play, and stories.
- Build self esteem and confidence.
- Recognise the emotional needs of the children through close and committed relationships.
- Encourage self-discipline, consideration for each other, our surroundings and property.
- Encourage children to participate in a wide range of group activities to enable them to develop their social skills.
- Work in partnership with parents by communicating openly and regularly, to decide jointly, how to respond appropriately to recurring behaviour issues.
- Praise children and acknowledge their positive actions and attitudes, therefore ensuring that children see that we value and respect them.
- Encourage all staff working with children to accept their responsibility for implementing the goals in this policy.
- Help the children to understand the outcomes of inconsiderate behaviour and support them in learning how to behave positively and appropriately.
- Provide a key person system, enabling staff to build a strong and positive relationship with children and their families.
- Have a named person who has overall responsibility for issues concerning behaviour.

**Nicky Elmes**, will keep up-to-date with legislation and research and support changes to policies and procedures in the pre school; access relevant sources of expertise where required and act as a central information source for all involved; attend regular external training and ensure all staff attend relevant in-house or external training for behaviour management.

We recognise that interacting with other people may vary between cultures. Staff are required to be aware of this and demonstrate respect at all times.

Pre school rules are concerned with safety, care and respect for each other. Children who behave inappropriately towards another child or adult will be encouraged to understand the effect that their hurtful behaviour has had on another person. We do not force a child to 'say sorry', but encourage this where it is clear that they understand the meaning of apologising.

The child who has been upset will be comforted and the adult will confirm that the other child's behaviour is not acceptable.

It is important to acknowledge when a child is feeling angry or upset and that it is the behaviour we are rejecting, not the child.

### **When children behave in unacceptable ways:**

- Physical punishment such as smacking or shaking will be neither used nor threatened.
- It may be necessary to use physical intervention in an emergency to prevent injury to child, adult or property.
- Incidents will be recorded and parents informed as soon as possible.
- Children will not be singled out or humiliated in any way. Staff within the setting will redirect the children towards alternative activities. Discussions with children will take place respecting their level of understanding and maturity.
- Staff will not raise their voices in a threatening way.
- In any case of misbehaviour, it will always be made clear to the child or children in question, that it is the behaviour and not the child that is unwelcome.
- How a particular type of behaviour is handled will depend on the child's age, level of development and the circumstances surrounding the behaviour. It may involve the child being asked to talk and think about what he or she has done.
- We recognise that young children require help in understanding the range of feelings they experience. We help them to recognise these by naming feelings and helping the children to express them, making a connection verbally between the event and the feeling.
- Parents will be informed if a serious incident of unacceptable behaviour occurs such as biting. Details will be recorded and parents asked to sign, copy of report will be given to parents and kept by Manager.
- If unacceptable behaviour persists, parents will be invited to meet with their key person and the Manager/Deputy Manager to discuss their child's behaviour and agree a behaviour management plan. We will work together with parents to ensure consistency between their home and the setting.
- In some cases we may request additional advice and support from other professionals, such as the Local Authority SEND team, an educational psychologist or health visitor. Parents will be consulted and asked for permission prior to any consultation.
- We will help children to develop non-aggressive strategies by acknowledging them, helping them to understand what was not acceptable, what is acceptable and supporting them to gain control of their feelings. This will enable them to learn a more appropriate response.
- If a child requires help to develop positive behaviour, every effort will be made to provide for their needs.
- Through partnership with parents and formal observations, staff will make every effort to identify any behavioural concerns and the causes of that behaviour. From these observations and discussions an individual behaviour modification plan will be implemented.
- Children will be distracted from the negative situation and supported in a different activity or environment, if necessary, for their own well-being and that of others in the group.

### **Hurtful behaviour**

We take hurtful behaviour very seriously. Most children under the age of five will, at some stage, physically or verbally hurt another child, it is not helpful at this stage to label this as 'bullying'. For children under five hurtful behaviour is momentary, spontaneous and often without cognisance of feelings of the person they have hurt.

Children need their own time and space. It is not always appropriate to expect a child to share and it is important to acknowledge children's feelings and to help them understand how others might be feeling.

Children must be encouraged to recognise that fighting, hurting and discriminatory comments are not acceptable behaviour. We want children to recognise that certain actions are right and that others are wrong.

Hurtful behaviour takes many forms, it can be physical, verbal or emotional, but it is always a repeated behaviour that makes other people feel uncomfortable or threatened.

Any form of negative or hurtful behaviour is unacceptable and will be dealt with immediately. At our pre school, staff follow the procedure below to enable them to deal with challenging behaviour:

- Staff are encouraged to ensure that all children feel safe, happy and secure.
- Staff are encouraged to recognise that active physical aggression in the early years is part of the child's development and that it should be channelled in a positive way.
- Children need to be helped to understand that using aggression to get things is inappropriate, they will be encouraged to resolve problems in other ways.
- Our staff are encouraged to adopt a policy of intervention when necessary, however mild or "harmless" the behaviour towards another may seem.
- Staff are ready to initiate games and activities with children, when they feel play has become aggressive, both indoors or out.
- Any instance of hurtful behaviour will be discussed fully with the parents of all involved, to look for a consistent resolution to the behaviour.
- If any parent has a concern about their child, a member of staff will be available to discuss those concerns. It is only through co-operation that we can ensure our children feel confident and secure in their environment, both at home and in the setting.
- All concerns will be treated in the strictest confidence.

By positively promoting good behaviour, valuing co-operation and a caring attitude we hope to ensure that children will develop as responsible members of society.

Threatening or abusive behaviour or any expression of prejudice or discriminating behaviour towards or between staff or families will not be tolerated and all such incidents will be challenged and recorded.

Recognition that incidents of racial discrimination are a serious offence and will be responded to accordingly.

Date: <b>02/10/2019</b>
Signed:.....
Name: <b>SARAH HEARN</b>
Role of signatory: <b>CHAIRPERSON</b>

Signed, all staff:
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