

BEHAVIOUR MANAGEMENT POLICY

Statement of intent

Our Pre-school believes that children flourish best when they know how they are expected to behave and should be free to play and learn without fear of being hurt or unfairly restricted by anyone else. 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.

Aim

We aim to provide an environment in which there is acceptable behaviour and where children learn to respect themselves, other people and their environment.

Methods

- We have a named person (Tina Horler) who has overall responsibility for issues concerning behaviour.
- We require the named person (Tina Horler) to:
 - keep her/himself up-to-date with legislation and research and thinking on handling children's behaviour;
 - access relevant sources of expertise on handling children's behaviour; and
 - check that all staff have relevant in-service training on handling children's behaviour.
- We require all staff, volunteers and students to provide a positive model of behaviour by treating children, parents and one another with friendliness, care and courtesy.
- We require staff, volunteers and students to use positive strategies for handling any conflict by helping children find solutions in ways which are appropriate for the children's ages and stages of development – for example distraction and praise for acts of kindness.
- We familiarize new staff, volunteers, parents and children with the Pre-school's behaviour policy and its rules for behaviour.
- We expect all members of the Pre-school – children, parents, staff, volunteers and students – to keep to the rules, requiring these to be applied consistently.
- We praise and endorse desirable behaviour such as kindness and willingness to share.
- We avoid creating situations in which children receive adult attention only in return for undesirable behaviour.

Behaviour Management Policy - Continued

- When children behave in unacceptable ways, we will give them one to one support to see what was wrong and how to cope more appropriately.
- We never use physical punishment, such as smacking or shaking. Children are never threatened with these.
- We do not use techniques intended to single out and humiliate individual children.
- We only use physical restraint, such as holding, when it is necessary to prevent physical injury to children or adults and/or serious damage to property. Details of such an event (what happened, what action was taken and by whom, and the names of witnesses) are brought to the attention of the Pre-school Manager and are recorded in our Incident Book. A parent/carer is informed on the same day and signs the Incident Book to indicate that he/she has been informed.
- In cases of serious misbehaviour, such as racial or other abuse, we make clear immediately that this behaviour is unacceptable by means of explanations rather than personal blame. We log any incidents of discrimination.
- We do not shout or raise our voices in a threatening way to respond to children's behaviour.
- We handle children's unacceptable behaviour in ways which are appropriate to their ages and stages of development – for example by distraction, discussion or by withdrawing the child from the situation.
- We work in partnership with children's parents. Parents are regularly informed about their children's behaviour by their Key Person. We work with parents to address recurring unacceptable behaviour, using objective observation records to help us to understand the cause and to decide jointly how to respond appropriately.
- Confidential information given by parents to Pre-school staff regarding their child's behaviour will not be passed on to any other adult associated with the Pre-school or anyone outside of the Pre-school without their permission.
- Staff will not discuss individual children other than for group management purposes.
- Parents will be given access to their own child's records only.

Bullying

Bullying involves the persistent physical or verbal abuse of another child or children. We take bullying very seriously.

If a child bullies another child or children:

- We intervene to stop the child harming the other child or children;
- We explain to the child doing the bullying why her/his behaviour is inappropriate;
- We give reassurance to the child or children who have been bullied;

Behaviour Management Policy - Continued

- We help the child who has done the bullying to understand her/his actions; we use persona dolls and stories to help both parties understand certain behaviour and situations.
- We make sure that children who bully receive praise when they display acceptable behaviour;
- We do not label children who bully;
- When children bully, we discuss what has happened with their parents and together work on a plan for handling the child's behaviour;
- When children have been bullied, we share what has happened with their parents, explaining that the child who did the bullying is being helped to adopt more acceptable ways of behaving.

This policy was agreed and adopted at a Committee Meeting held on	
Signed	For and on behalf of Marlow Bottom Pre-school CIO

This policy was reviewed and amended as necessary at a Committee Meeting held on	
Signed	For and on behalf of Marlow Bottom Pre-school CIO

This policy was reviewed and amended as necessary at a Committee Meeting held on	
Signed	For and on behalf of Marlow Bottom Pre-school CIO