

# BEHAVIOUR MANAGEMENT POLICY

## **Aim**

This policy sets out the practice used by staff and volunteers to appropriately manage the behaviour of young children within the setting ensuring they are kept safe at all times.

- We have a named person (Tina Horler) who has overall responsibility for issues concerning behaviour.
- We require the named person to:
  - keep her/himself up-to-date with legislation and research by attending recommended Early years behaviour training courses.
  - check that all staff have relevant in-house training and information 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 and maintain a consistent approach for handling unwanted behaviour.
- We help 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 praise and endorse desirable behaviour such as kindness and willingness to share
- When children behave in unacceptable ways, we will give them support to see what was wrong and how to cope more appropriately.
- In extreme cases, a child may be removed from the room/ garden to calm down and reflect on his/her behaviour . The “time out” is age appropriate.
- We never use physical punishment, such as smacking or shaking. Children are never threatened with these.
  
- For repeated poor behaviour-we follow a 3 step approach.
  - 1st Instance of aggressive behavior-the child will be spoken to in line with our behaviour policy.
  - 2<sup>nd</sup> instance: We will call the parent/carer to discuss their behaviour and to see how they can be supported at home and at preschool. We work together to address recurring unacceptable behaviour, using objective observation records, to help us to understand the cause and to decide jointly how to respond appropriately.
  - 3<sup>rd</sup> Instance: we will request the parent/carer to come in and meet with the preschool Manager /keyperson to discuss the behaviour and how it will be managed. We may advise parent to seek support from specialist services if appropriate.

- 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

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are recorded in the Incident Book. A parent/carer is informed on the same day and signs the Incident Book to indicate that he/she has been informed.

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