# Behaviour Management Policy

## **Statement of intent:**

This 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.

 **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.

**Method**

* The manager has overall responsibility for issues concerning behaviour.

We require all staff to:

* Keep themselves up to date with legislation and research and thinking on handling of children’s behaviour.
* All staff, volunteers and students provide a positive model of behaviour by treating children, parents and one another with friendliness, care and courtesy.
* All staff, volunteers and students 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, praise and reward.
* We familiarise all new staff and volunteers with the pre-school behaviour policy and it’s 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.
* We recognise that codes for interacting with other people vary between cultures and require staff to be aware of – and respect – those used by members of the pre-school.
* When children behave in unacceptable ways, we help them 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, 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 manager, the main caregiver is informed on the same day.
* In cases of serious misbehaviour, such as racial or other abuse, we make clear immediately the unacceptability of the behaviour and attitudes, by means of explanations rather than personal blame.
* 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 age 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 worker when possible; if not by another member of the team. We work with parents to address recurring unacceptable behaviour, using objective observation records to help us understand the cause and to decide jointly how to respond appropriately.

**Bullying:**

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

If anyone bullies another person or child:

* We will intervene to stop the person harming another person or child.
* We will explain to the person doing the bullying why her/his behaviour is inappropriate.
* We will give reassurance to the person or children who have been bullied.
* We will make sure the people who bully receive praise when they display acceptable behaviour.
* We do not label people who bully.
* When children bully, we discuss what has happened with their parents and work out with them a plan for handling the child’s behaviour; and when children have been bullied, we share what has happened with their parents, explaining that the person who did the bullying is being helped to adopt more acceptable ways of behaving.