

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.

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 named members of staff who have overall responsibility for issues concerning behaviour.
- We require the named people to:
 1. Keep themselves up to date with legislation and research and thinking on handling children's behaviour
 2. Access relevant resources of expertise on handling children's behaviour and
 3. Check that all staff have relevant 'in service' training on handling children's behaviour. (We keep a record of staff attendance at this training).
- 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 all 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, praise and reward.
- We familiarise new staff and volunteers with the pre-school's behaviour policy and its rules for behaviour.
- We expect all members of 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 may 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 send children out of the room by themselves.

- We never use physical punishment, such as smacking or shaking. Children are never threatened with these.
- We do not use techniques intended to humiliate individual children. Where appropriate this might be achieved by a period of 'time out' with an adult.
- We only use physical restraint, such as holding, to prevent physical injury to children or adults and/or serious damage to property. On any occasion where physical intervention is used to manage a child's behaviour it will be recorded and parents/carers will be 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.
- Adults will not shout, or raise their voices in a threatening way, unless it is considered necessary to prevent an injury to a child.
- 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 the 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.
- Adults will be aware that some kinds of behaviour may arise from a child's special needs.
- Where violence/unacceptable behaviour is used towards children/staff consultation with parent/carers, Manager and any involved outside agencies will take place