

SOUTH DARLEY AND WINSTER PRE-SCHOOL

BEHAVIOUR MANAGEMENT POLICY/PROCEDURES

Behaviour Management Statement

We believe that children flourish best in an ordered environment in which everyone knows what is expected of them and children are free to develop their play and learning without fear of being hurt or hindered by anyone else.

We aim to work towards a situation in which children can develop self-discipline and self-esteem in an atmosphere of mutual respect and encouragement, helping all children to make a positive contribution.

In order to achieve this:

The Code of Behaviour governing the conduct of the group and the behaviour of the children will be discussed by staff, agreed by the committee and explained to all newcomers, both adults and children (at a developmentally appropriate level). The Code will be discussed with children at regular intervals to help them remember desirable behaviour at Pre-school.

The Code of behaviour (along with the other policies and procedures) will be regularly reviewed.

All staff will ensure that the Code of Behaviour is applied consistently, so that children have the security of knowing what to expect and can build up acceptable habits of behaviour.

Staff at the Pre-school will:

- Provide a positive role model for the children with regard to friendliness, courtesy and care.
- Praise and endorse desirable behaviour such as kindness, negotiation, responsibility and willingness to share in order to enhance children's self-esteem, identity and worth. Rewards such as choosing an activity of the child's choice or stickers will be used when appropriate
- Not shout or raise their voices in a threatening manner.
- Make themselves aware of, and respect, a range of cultural expectations regarding interactions between people.
- Record any incidents, through written observation, that relate to behaviour over necessary periods of time
- Take steps to avoid situations where a child only receives adult attention in return for undesirable behaviour. They will use techniques such as distraction, redirection of children's attention and praise and rewards for acceptable behaviour

The Pre-school will undertake to provide access to training for staff in behaviour management. Physical punishment, such as smacking or shaking, will not be used or threatened. Manual handling of children will not be used unless in a situation where the child or others may be in danger. A written record will be kept of any

necessary physical intervention used and parents/carers notified. Techniques intended to single out or humiliate individual children, such as “naughty chair”, will NEVER be used at Pre-school.

When children behave in an unacceptable way:

Children who habitually misbehave will be given support in seeing what was wrong and working towards a better pattern. Observations of the child’s inappropriate behaviour will be carried out and a plan of behaviour management will be written, shared with parents and followed by all staff to provide consistency for the child.

Children showing unwanted behaviour will be given a clear message by staff that it is not acceptable and why, and reminded of more appropriate behaviour. If the inappropriate behaviour persists or if another child is hurt the child will be asked to move from the area where this behaviour occurred to another activity elsewhere and again reminded of more appropriate behaviour.

The child will be given praise and rewards for good behaviour as much as possible to encourage them to behave in an appropriate way.

Children will never be sent out of the room by themselves.

In cases of serious misbehaviour, such as verbal abuse and/or intimidation the unacceptability of the behaviour and attitudes will be made clear immediately. This will be by means of explanation rather than personal Blame.

Any behaviour issues will be handled in a developmentally appropriate way, respecting individual children’s level of understanding and maturity.

Strategies will be discussed with parents to ensure consistency between home and Pre-school.

Bullying

Bullying is defined as:

‘Deliberate hurtful behaviour over a period of time and it is not falling out with a friend or something that happens once or twice.’

If persistent bullying should occur at Pre-school it will be dealt with immediately and as swiftly as possible:

- As soon as bullying is observed, written records will be made including dates and times
- Close supervision and observation will follow with attempts to distract anyone involved from the unacceptable behaviour
- Recurring problems will be tackled by the staff in partnership with the child’s parents/carers, using objective observation records to establish an understanding of the cause. Any discussions will be held confidentially and not in front of the child or other parents. Other professionals may be consulted for advice and guidance. In order to ensure good communication between parents, staff and other professionals and to ensure the planning and delivery of the Early Years Foundation Stage is appropriate for all the

children, we have an appointed Behaviour Coordinator who has overall responsibility for this.

- Our appointed Behaviour Coordinator is Kirsty Tonks (Manager)

In order to prevent bullying between the children we have regular, developmentally appropriate discussions about our *Code of Behaviour* and all staff reinforce this regularly with the children.

Bullying amongst staff or any other users will be dealt with using the same methods. Observations will be made and records kept before confidential discussions are held with all involved. Any victims of bullying will be supported by the behaviour co-ordinator.

Any incident where physical intervention has had to be used, such as restraint or removal from the main hall, will be recorded at the back of the Accident/Incident book. The parent/carer will then be shown this and asked to sign to confirm their awareness and make any comments that they feel necessary.

Any incident where one child hurts another will be recorded in the Accident/Incident book, and parents/carers will be asked to read and sign the record.

Physical restraint will only be used in the following circumstances:

- If a child's behaviour presents a risk of an accident, putting themselves in danger i.e. running out into the car park, and immediate action needs to be taken to prevent this happening
- If a child's behaviour presents a risk of causing injury to themselves or others, damage to property or general danger of causing harm to those around them

As a last resort only, any persistent bullying at Pre-school may result in exclusion.

Reviewed on _____

Approved by _____ (Manager)

Approved by _____ (Committee)

Next Review Due _____

I have read and understand this policy

Print name _____ Signature _____ Date _____

Print name _____ Signature _____ Date _____