

BEHAVIOUR MANAGEMENT POLICY

Aim

We believe that children and adults 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 and we will always aim to work in partnership with parents/carers.

Methods

In order to achieve this:

1. Rules governing the conduct of the group and the behaviour of the children will be discussed and agreed within the pre-school and explained to all newcomers, both children and adults.
2. All adults in the pre-school will ensure that the rules are applied consistently, so that children have the security of knowing what to expect and can build up useful habits of behaviour.
3. All adults will try to provide a positive model for the children with regard to friendliness, care and courtesy.
4. Adults in the pre-school will praise and endorse desirable behaviour such as kindness and willingness to share.
5. We will take positive steps to avoid a situation in which children receive adult attention only in return for undesirable behaviour.

When children behave in unacceptable ways:

1. Physical punishment, such as hitting or shaking will be neither used nor threatened.
2. Children will never be sent out of the room unattended.
3. Techniques intended to single out and humiliate individual children, such as the 'naughty chair', will not be used.
4. Children who misbehave will be given one-to-one adult support in seeing what was wrong and working towards a better pattern.
5. Where appropriate this might be achieved by a period of 'time out' with an adult present.
6. In cases of serious misbehaviour, such as racial or other abuse, the unacceptability of the behaviour and the attitudes will be made clear immediately, but by means of explanations rather than personal blame and parents will be notified.
7. In any case of misbehaviour, it will always be made clear to the child or children in question that it is the behaviour, not the child, that is unwelcome.
8. Adults will not shout, or raise their voices in a threatening way.
9. Adults in the pre-school will make themselves aware of, and respect, a range of cultural expectations regarding interactions between people.
10. Any behavioural problems will be handled in a developmentally appropriate fashion, respecting individual children's levels of understanding and maturity.
11. Any form of bullying will not be tolerated and will be dealt with immediately using sensitivity and complete confidentiality. The children involved will be spoken to regarding how bullying is unkind – in relation to their age and understanding. Parents will be informed and a meeting will be held if necessary. Monitoring of the situation will be undertaken by staff.
12. Recurring problems will be tackled by the whole pre-school, in partnership with the child's parents/guardians, using objective records to establish an understanding of the cause.
13. Adults will be made aware that some kinds of behaviour may arise from a child's special needs or change in circumstances.
14. 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 our pre-school leader and are recorded. A parent is informed on the same day and signs a Physical Intervention sheet to indicate that he/she has been informed.

This policy was adopted at a meeting of the pre-school held on (date).....

Signed on behalf of the pre-school.....