

Behaviour Management Policy

Please take time to read the pre-school policies and let the Pre-school Leader or Chair know if you have any questions.

The policies are also available to read on our website:
www.streatleyhillpreschool.org.uk

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.

The safety and wellbeing of all of the children and staff in our setting is of paramount importance. Any incident which compromises the wellbeing and safety of a child or member of staff will be reviewed on an individual basis to decide on the most appropriate way forward. We treat all children fairly in accordance with our pre-school equal opportunities policy and review each child and situation individually.

Aim

We aim to provide an environment in which there is acceptable behaviour and where children can develop self discipline and self esteem, in an atmosphere of mutual respect and encouragement.

Methods

- 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, discussion, withdrawing from the situation, praise and reward.
- We familiarise new staff and volunteers with the pre-school's behaviour policy and its rules for behaviour.
- Children are actively involved in the process of establishing acceptable rules and boundaries.
- 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 send children out of the room by themselves.
- We never use, or threaten, physical punishment, such as smacking or shaking.
- 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 our pre-school Chairperson and are recorded on an Incident Form. A parent is informed on the same day and signs the Incident Form to indicate that he/she has been informed. The form is filed in the child's personal records.
- 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 work in partnership with 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.

Bullying

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

If a child bullies another child or children:

- We intervene to stop the child harming the other child or children;
- We explain to the child doing the bullying why her/his behaviour is inappropriate.
- We give reassurance to the child or children who have been bullied;
- We help the child who has done the bullying to say sorry for her/his actions;
- We make sure that children who bully receive praise when they display acceptable behaviour;
- We do not label children 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 child who did the bullying is being helped to adopt more acceptable ways of behaving.

Role of the Pre-school Leader

The Pre-school Leader has overall responsibility for issues concerning behaviour. We require our Pre-school Leader to:

- Keep him/herself up-to-date with legislation and research and thinking on handling children's behaviour;
- Access relevant sources of expertise on handling children's behaviour;
- Check that staff have relevant in-service training on handling children's behaviour. We keep a record of staff attendance at this training.

Exclusions

We will always work to try to meet a child's needs but where this is not possible will need to consider as to whether our setting is suitable for the child, seeking information, support and guidance from other external advisors as appropriate to make this decision. The pre-school reserves the right to exclude a child from our setting if it is felt that this is in the best interests of all parties involved. Any such decision will be determined by the Pre-school Leader and Chair.

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| This policy was adopted at a meeting of Streatley Hill Pre-school Committee on: | 28 th March 2011 |
| This policy was last reviewed on: | 28 June 2017 |
| Date of next review: | July 2018 |
| Signed on behalf of the Committee by: | Laura Coyle |
| Role of Signatory: | Chair |