

Behaviour Management

Our preschool recognises the importance of positive and effective behaviour management strategies in promoting children's welfare, learning and enjoyment. The emphasis will always be on supporting encouraging and role modelling positive inclusive behaviours.

The aims of our Behaviour Management policy are to help children to

- Develop a sense of caring and respect for one another along with the ability to self-regulate emotions through recognising and understanding their own feelings.
- Build caring and co-operative relationships with other children and adults.
- Develop a range of social skills and help children learn what constitutes acceptable behaviour.
- Develop confidence, self-discipline and self-esteem in an atmosphere of mutual respect and encouragement.

Behaviour Management Strategies

The Leader and the staff team will manage behaviour according to clear, consistent and positive strategies. Parents/carers are encouraged to contribute to these strategies, raising any concerns or suggestions.

Behaviour management in the preschool will be structured around the following principles:

- Staff and children will work together to establish a clear set of 'golden rules' expected, covering all behaviour in the setting.
- The preschools 'golden rules' will apply equally to all children and staff.
- Positive behaviour will be reinforced with praise and encouragement.
- Negative behaviour will be challenged in a calm but assertive manner. In the first instance, staff will try to re-direct children's energies by offering them alternative and positive options. Staff will be open in stating and explaining non-negotiable issues.
- When dealing with negative behaviour, staff will always communicate in a clear, calm and positive manner.
- Staff will make every effort to set a positive role model to children by behaving in a friendly and tolerant manner themselves, promoting an atmosphere where children and adults respect and value one another.
- Staff will avoid shouting at children or in the setting.

- Staff will facilitate regular and open discussions with children about their behaviour. This will help them to understand the negative aspects of their behaviour and enable them to have their say and be helped to think through the causes and effects of their actions.
- Staff will work as a team by discussing and resolving incidents acting collectively and consistently.
- Staff will try to discuss concerns with parents/carers at the earliest possible opportunity in an attempt to help identify the causes of negative behaviour and share strategies for dealing with it. Thus giving as much continuity between home and pre-school as possible.
- Children who experience bullying, racism or other unacceptable behaviour will be given the confidence to speak out. Any types of these behaviours if witnessed will be challenged.
- Staff will encourage and facilitate mediation between children to try to resolve conflicts by discussion and negotiation.
- Activities and environments will be varied, well planned and structured, so that children are engaged and that both play and learning meet all children's needs.

We like to encourage the following:

- Ability to manage own feelings and emotions
- Ability to forge good and meaningful relationships
- A good sense of self awareness, confidence and independence

In our setting we believe in:

- Praising and rewarding positive behaviour
- Providing a good role model
- Discussing concerns with the children
- Providing the environment and opportunities through which the children can play out their feelings with support.

Dealing with Negative Behaviour

When confronted with negative behaviour, staff will be clear to distinguish between 'disengaged', 'disruptive' and 'unacceptable' behaviour.

'Disengaged' behaviour may indicate that a child is bored, unsettled or unhappy. With sensitive interventions, staff will often be able to re-engage a child in purposeful way.

'Disruptive' behaviour describes a child whose behaviour prevents other children from engaging themselves. Staff will collectively discuss incidents and agree on the best way to deal with them, asking parents for contributions.

'Unacceptable' behaviour refers to non-negotiable actions and may include discriminatory remarks, violence, bullying or destruction of equipment. Staff will be clear that consequences will follow from such behaviour, including in the first instance, temporarily removing a child from the activity/ session.

When an incidence of negative behaviour occurs, staff will listen to the child or children concerned and hear their reasons for their actions. Staff will then explain to the child or children what was negative about their behaviour and that such actions have consequences for both themselves and for other people.

Staff will make every attempt to ensure that children understand what is being said to them. Children will always be given the opportunity to make amends for their behaviour and, unless it is judged inappropriate, be able to rejoin the activity.

Occasionally sanctions will be applied, such as stickers/ reward charts depending on which approach works best for that particular child.

The Use of Physical Interventions

Staff will use physical interventions (such as a guiding hand or arm around the child to guide them to another area) only as a last resort and only then if they have reasonable grounds for believing that immediate action is necessary to prevent a child from significantly injuring themselves or others or to prevent serious damage to property.

Before reaching this stage, staff will have used all possible non-physical strategies, such as dialogue and diversion, to deal with the behaviour. The child or children concerned will be warned verbally that physical intervention will be used if they do not stop.

A dialogue will be maintained with the child or children at all times, so that the member of staff can explain what they are doing and why they are doing it. Staff will make every effort to avoid the use of physical interventions if they are alone with the child or children.

Only the minimum force necessary to prevent injury or damage should be applied. For example, diverting a child by leading them away by a hand or by an arm around their shoulders.

Staff will use physical intervention as an act of care and control and never punishment. Physical interventions will not be used purely to force a child to do what they have been told and when there is no immediate risk to people or property.

As soon as it is safe, the physical intervention should be gradually relaxed to allow the child or children to self-regulate.

The force of the physical intervention will be always appropriate to the age, size and strength of the child or children involved.

If staff are not confident about their ability to contain a particular situation or type of behaviour, consideration will be given to calling the Leader.

Where a member of staff has had to intervene physically to remove a child from an area perhaps by picking them up or using restraint of any kind, the Leader will be notified and the incident recorded in the Incident Record Book. The incident will be discussed with the parent/carer at the earliest possible opportunity.

The Leader will ensure that no member of staff or person working on the premises will use corporal punishment.

If a staff member commits any act of violence or abuse towards a child at the club, serious disciplinary action will be implemented, according to the provisions of the Staff Disciplinary & Grievance Procedures Policy.

Bullying

Our preschool is committed to providing an environment for children that is safe, welcoming and free from bullying. Bullying of any form is unacceptable in the setting, whether the offender is a child or an adult. The victim is never responsible for being the target of bullying. Everyone involved in our preschool, staff, children and parent/carers, will be made aware of our stance towards bullying. Such behaviour will not be tolerated or excused under any circumstances. This setting defines bullying as the repeated harassment of others through emotional, physical, verbal or psychological abuse. Examples of such behaviour are as follows:

- **Emotional:** Being deliberately unkind, shunning or excluding another person from a group or tormenting them. For example, forcing another person to be 'left out' of a game or activity, passing notes about others or making fun of another person (exclusion).
- **Physical:** Pushing, scratching, spitting, kicking, hitting, biting, taking or damaging belongings, tripping up, punching or using any other sort of violence against another person.
- **Verbal:** Name-calling, put-downs, ridiculing or using words to attack, threaten or insult. For example, spreading rumours or making fun of another person's appearance (humiliating).
- **Psychological:** Behaviour likely to instill a sense of fear or anxiety in another person.

Preventing Bullying Behaviour

The leader and the staff will make every effort to create a tolerant, inclusive and caring environment in the preschool, where bullying behaviour is not acceptable. Staff will discuss the issues surrounding bullying openly, including why bullying behaviour will not be tolerated and what the consequences of bullying behaviour will be.

A 'Behaviour Code' has been drawn up with the children following a brainstorming – supporting an ethos of 'Sharing', 'Tolerance', 'Kind Hands' etc.

Dealing with Bullying Behaviour

Despite all efforts to prevent it, bullying behaviour is likely to occur on occasion and the preschool recognises this fact. In the event of such incidents, the following principles will govern this setting's response:

- All incidents of bullying will be addressed thoroughly and sensitively.
- Children will be encouraged to immediately to tell an adult of any incident of bullying that they witness. They will be reassured that what they say will be taken seriously and handled carefully.
- Staff have a duty to inform the leader if they witness an incident of bullying involving children or adults at the setting.
- If a child or a member of staff tells someone that they are being bullied, they will be given the time to explain what has happened and reassured that they were right to tell.
- The individual who has been the victim of bullying will be helped and supported by the staff team. They will be kept under close supervision and staff will check on their welfare regularly.
- In most cases, bullying behaviour can be addressed according to the strategies set out in the Behaviour Management policy. The person doing the bullying will be encouraged to discuss their behaviour and think through the consequences of their actions. Where appropriate, they will be encouraged to talk through the incident with the other person concerned.
- Where bullying behaviour persists, more serious actions may have to be taken, as laid out in the Suspensions and Exclusions policy.
- A member of staff will inform the parents/carers of all the children involved in a bullying incident at the earliest possible opportunity. If appropriate, staff will facilitate a meeting between the relevant parents/carers. At all times, staff will handle such incidents with care and sensitivity.
- All incidents of bullying will be reported to the leader and will be recorded in the Incident Record Book. In the light of reported incidents, the leader and other relevant staff will review the preschool's procedures in respect of bullying.
- Books and stories promoting diversity and inclusion are shared regularly with the children to promote tolerance and acceptance.

Suspensions and Exclusions

Our preschool is committed to dealing with negative behaviour in a non-confrontational and constructive manner. Wherever possible, disruptive or challenging behaviour will be tackled collectively between staff and children in the preschool. Such procedures are outlined in the

Behaviour Management policy. However, there are rare occasions when such strategies alone will not alter or prevent negative behaviour. In such cases, further action will be necessary, including reviewing a child's place at the setting, on either a temporary or permanent basis. Persistent unacceptable behaviour from a child will result in them receiving a formal warning from staff about their actions. Staff will explain to the child why their behaviour is unacceptable and the consequences of any further such incidents. Children will be encouraged to discuss their behaviour, to explain their actions, and helped to develop strategies to avoiding repeat incidents.

Details of all warnings, suspensions and exclusions will be recorded and kept on the preschool's records. Each warning should be discussed with the child concerned and their parent/carer. All staff will be made aware of any warnings given to a child. As a last resort, the preschool has the right to temporarily suspend or permanently exclude a child in the event of persistent and irresolvable unacceptable behaviour. Only in the event of an extremely serious or dangerous incident will a child be suspended from the preschool with immediate effect. In such circumstances, the child's parent/carer will be contacted immediately and asked to collect their child. Children will not be allowed to leave the premises until a parent/carer arrives to collect them. After an immediate suspension has taken place, the leader will arrange a meeting with the child concerned and their parents/carers to discuss the incident and decide if it will be possible for them to return to the preschool.

Suspensions and exclusions should be seen as consistent, fair and proportionate to the behaviour concerned. In setting such a sanction, consideration should be given to the child's age and maturity. Any other relevant information about the child and their situation should also be considered. Children will only be suspended or excluded as a last resort, when there is no alternative action that could be taken, or when it is felt that other children and/or staff are potentially at risk. Wherever possible, the preschool will give parents/carers time to make alternative arrangements for childcare during a period of suspension.

Staff should always keep parents/carers informed about behaviour management issues relating to their child and attempt to work with them to tackle the causes of disruptive or unacceptable behaviour. No member of staff may impose a suspension from the preschool without prior discussion with the leader. Staff will consult the leader as early as possible if they believe that a child's behaviour is in danger of warranting suspension or exclusion. When a suspension is over and before a child is allowed to return to the preschool, there will be a discussion between staff, the child and their parent/carer, setting out the conditions of their return.

Signed:  Chairperson