

PEDMORE PRE-SCHOOL CENTRE

Behaviour Management Policy

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.

This Behaviour Management policy includes bullying behaviour (see below)
In order to achieve this:

- 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.
- 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.
- All adults will try to provide a positive model for the children with regard to friendliness, care and courtesy.
- Adults in the pre-school will praise and endorse desirable behaviour such as kindness and willingness to share.
- We will take positive steps to avoid a situation in which children receive adult attention only in return for undesirable behaviour.
- Good behaviour will be rewarded by: acknowledgment from adults, praise, reward stickers, informing parents.

When children behave in unacceptable ways:

- Physical punishment, such as smacking or shaking, will be neither used nor threatened.
- Adults will not shout, or raise their voices in a threatening way.
- Children who misbehave will be given one-to-one adult support in seeing what was wrong and working towards a better pattern. Staff will:

-investigate any possible reasons for negative behaviour (new baby, tiredness, illness, etc.)

- assess the situation and see if children can resolve disagreements themselves
 - remain calm
 - listen to what the child has to say
 - talk about the consequences of the behaviour on a one-to-one basis with the child in seeing what happened and working towards a better pattern, encouraging apologies. Where appropriate this might be achieved by a period of “time out” with an adult, but children will never be sent out of the room by themselves.
- In any case of misbehaviour, it will always be made clear to the child or children in question that it is the behaviour and not the child that is unwelcome.
 - In cases of serious misbehaviour, such as racial or other abuse, the unacceptability of the behaviour and attitudes will be made clear immediately, but by means of explanations rather than personal blame.
 - Behaviour which is giving the staff cause for concern will be recorded and discussed with parents/carers. These discussions will not take place in front of the child and will be regarded as confidential. This is to ensure that we can work on any difficulties together and provide consistency between home and the group. In some cases it may be necessary to involve other agencies in providing advice and support with parental/carers consent.
 - In cases where parents/carers are not prepared to work with the group to meet the needs of the individual child, the group reserves the right to exclude and terminate the parental agreement.

Pre-school will not tolerate bullying in any form under any circumstances. We consider bullying to be any persistent behaviour, directed against an individual, which is intimidating, offensive or malicious and which undermines the confidence and self-esteem of the recipient. Examples of bullying include:

- Verbal or physical threats and intimidation
- Persistent negative comments
- Humiliating someone in front of others
- Unjustified, persistent criticism
- Offensive or abusive personal remarks
- Constantly changing targets in order to cause someone to fail

- Making false allegations

- Monitoring unnecessarily and obtrusively

*Legitimate, constructive and fair criticism of a person's performance or behaviour at work is not bullying.

If you ever have any concerns please speak to the child's Keyworker, Manager or Deputy immediately. Staff, children and parents work together to create a happy and reassuring environment for all.

- Adults in the Pre-School will make themselves aware of, and respect, a range of cultural expectations regarding interactions between people.
- Any behaviour problems will be handled in a developmentally appropriate fashion, respecting individual children's level of understanding and maturity.
- Adults will be aware that some kinds of behaviour may arise from a child's special needs.
- It is the responsibility of all staff to ensure that the requirements of this policy are met and to attend training as necessary. The named person for behaviour management is Helen Bennett. The Pre-School Manager has overall responsibility.

This policy was compiled by the Pre-school staff on September 2017

and is to be reviewed annually.

Signed

PEDMORE PRE-SCHOOL CENTRE

Record of Significant Behavioural Incidents

Childs Name

Date

Time

Location

Trigger

Nature of Incident

Others Involved

Witness

How handled

Any form of intervention

Consequences

Accident book completed yes/no

Staff

Signature

Parent

PEDMORE ACTIVITY CLUB

Record of Significant Behavioural Incidents

Childs Name

Date

Time

Location

Trigger

Nature of Incident

Others Involved

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Accident book completed yes/no

Staff

Signature

Parent

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