

BEHAVIOUR MANAGEMENT POLICY AND PRACTICE.

We believe that children and adults flourish best in an ordered environment in which everybody knows what is expected of them and children are free to develop their play and learning without fear of being hurt, bullied or hindered by anyone else. We aim to work towards an environment in which children can develop self-discipline and self-esteem in an atmosphere of mutual respect and encouragement.

Recognizing that busy children are less likely to behave in unacceptable or anti-social ways we aim to provide a stimulating range of experiences and activities for all children. We recognize the need to set reasonable and appropriate limits which all adults will maintain in the management of children's behaviour. We also recognize the fact that all adults who have contact with the group must also behave appropriately and be positive role models for the children.

We do not administer physical punishment or punishment that causes pain or humiliation to a child.

We recognize the importance of the adult's behaviour as a role model for the children and will not allow physical or verbal abuse towards anyone. We endorse positive discipline as an effective way to set limits and manage behaviour in the group.

In order to achieve this:

- All policies and practices governing the conduct of the group and the behaviour of the children and adults will be discussed and agreed within the Pre-school and explained at the time of joining.
- All adults in the group will ensure that the policies and practices are applied consistently, so that children have the security of knowing what to expect which will enhance confidence and self-discipline.
- All adults will be a positive role model for the children displaying kindness, caring, and courtesy.
- Adults in the group will praise desirable behaviour e.g. sharing, kindness.

We will:

- Reward good behaviour by means of praise and feedback to parent/ carers.
- Encourage self-discipline and respect for others.
- Set realistic limits according to each child age and stage of development.
- Set a good example so that the children in our care mimic positive methods of behaviour.
- Encourage children by giving clear instructions of what we want them to do or not to do.
- Be consistent so that the children understand and are clear of the boundaries within the group.
- Give praise, attention and display appreciation of what the children do when they are good so that the message is clear that they don't have to act inappropriately in order to get adult attention

- Build on children's self-esteem by praising, encouraging and valuing each child as an individual.
- Encourage children to set their own `rules` of what behaviour they would like/ not like to see at the group. This will be reviewed and discussed at the beginning of each day.

When children behave in unacceptable ways:

- Physical punishment such as smacking or shaking will neither be used nor threatened.
- Children will never be sent out of the room by themselves.
- Children who act inappropriately will be given adult support in seeing what happened and why and supported in finding ways of working towards a better pattern of behaviour.
- 'Time Out' may be needed, depending on the severity of the situation will determine how long each child will be sat enabling a time of reflection and 1:1 discussion with an adult.
- After a period of 'Time Out'(max 2 mins) the child will then be allowed to rejoin the activity.
- The child who has been upset is comforted by another adult in the room in a way so not to

cause attention to be focused on both children involved in the situation.

- If a child has had to have 'time out' the parent/ carer will be made aware of this and the reasons why, confidentially at the time of collecting their child.
- Children will be made aware that it is the behaviour and NOT the child that is unacceptable.
- In cases of serious misbehaviour, such as racial abuse, bullying, name calling, shouting physical threats/acts or other abuse, the unacceptability of the behaviour and attitudes will be made clear immediately, through explanation rather than personal blame. Parent/ carers will be informed immediately of this behaviour.
- Adults will not shout or raise their voices in a threatening way.
- Adults in the group will make themselves aware of, and respect, cultural differences.
- Unacceptable behaviour will be handled in a developmentally appropriate way, respecting individual children's level of understanding and maturity.
- Recurring problems will be dealt with by the Manager in liaison with the child's parent/carers in order to maintain an open partnership with the child/ parent/ carer and the group.
- Unacceptable behaviour from parent/ carers such as racial abuse, bullying and other threatening behaviour such as name calling/shouting/ physical threats/acts to other adults, their own child/ren on the premises or to members of staff will be dealt with seriously by the management committee.
- If such situations cannot be resolved through discussion then outside agencies such as the police will have to be contacted.