



REGISTERED CHARITY NUMBER: 1015403

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BEHAVIOUR MANAGEMENT POLICY

Statement of Intent

Our Pre-school believes that children flourish best when they know how they are expected to behave and that they should be free to play and learn without fear of being hurt or unfairly restricted by anyone else.

Aim

We aim to provide an environment in which there is good behavior and where children learn to respect themselves, other people and their environment.

Methods

The Manager has overall responsibility for issues regarding behavior but all staff have a responsibility to model positive behavior and to resolve day to day issues using conflict resolution techniques.

The Manager will:

- 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 all staff members have relevant in-service training on handling children's behaviour, and keep a written record of attendance at training.

We require all staff, adults, volunteers and students to use positive strategies:

- For treating children, parents and one another with friendliness, care and courtesy.
- For handling conflict by helping children find solutions in ways which are appropriate for the children's ages and stages of development.

We familiarise new staff, parents and volunteers with Pre-school's behaviour policy and its rules for behaviour. We expect all members of Pre-school – staff, children, parents, volunteers and students to keep to the guidelines set out below, which must be applied consistently.

- We model and value desirable behaviour such as kindness and a willingness to share.
- We avoid creating situations in which children receive adult attention only in return for undesirable behaviour.
- 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 physical punishment such as smacking or shaking. Children are never threatened with these.
- We do not use techniques intended to single out and humiliate individual children. We do not consider toilet accidents to be bad behaviour.
- 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 events (what happened, what action was taken and by whom, witnesses etc) are brought to the attention of the Manager and are recorded in our Incident Book. Parents are informed on the same day.
- We challenge corporal punishment of a child by anyone caring for that child. See also our [Safeguarding Policy](#).
- In cases of serious misbehaviour, such as racist or other abuse, we make clear immediately the unacceptability of the behaviour and attitudes, by means of explanation rather than personal blame.
- We do not shout or raise our voices in a threatening way to respond to children's behaviour.
- We handle children's unacceptable behaviour in ways which are appropriate to their ages and stages of development – for example by distraction, discussion or withdrawing the child from the situation.

We work in partnership with children's parents/carers. They are regularly informed about their child's behaviour by their key worker. We work with parents to address recurring behaviour, using objective observations and records to help us to understand the cause and to decide jointly how to respond appropriately.

For those children requiring additional support, a Behaviour Management Plan will be devised in collaboration with the child, parent/carer and key worker. Strategies will be recorded to provide consistency of care to the child.

We work with the Area SENCO (Special Educational Needs Coordinator) who helps make the links between Education, Health and Social Care. The SENCO can support Preschool's efforts to monitor and modify a child's behaviour, and may help in finding additional resources for the child - this need not apply only to an SEN or disabled child.

Bullying

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

If a child bullies another child or children;

- We intervene to stop the child from harming the other child/children.
- We explain to the child who is doing the bullying why their behaviour is inappropriate.
- We give reassurances to the child/children who have been bullied.
- We help the child who has done the bullying to say sorry for their actions.
- We make sure that children who bully receive praise when they display positive 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. When children have been bullied we share what has happened with their parents/carers, explaining that the child who did the bullying is

being helped to adopt more acceptable ways of behaving. We will not identify a child by name to another child's parents.

This policy was agreed by the Management Committee on 16th June 2015

Signed on behalf of the Management Committee